

WOMEN IN THE EUROPEAN COMMUNITY

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Women in the European Community

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FOREWORD

This study, commissioned by Directorate-General V - Employment, Industrial Relations and Social Affairs (Equal Opportunities Unit) and Eurostat (Syntheses of Social Statistics Unit), was conducted by Marie-Laurence Delacourt and Jacques A. Zighera of the Laédix Laboratory (IEAE, URA 1239, *Centre National de la Recherche Scientifique*) of the University of Paris X Nanterre, in close collaboration with the *Instituto de la Mujer* (Madrid).

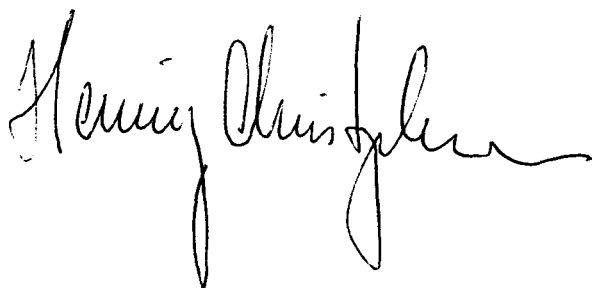
WOMEN IN THE EUROPEAN COMMUNITY

A STATISTICAL PORTRAIT

The Commission of the European Communities has been concerned with the development and promotion of equal opportunities for women since the nineteen seventies. A proposal for a Directive on Equal Pay was drafted as early as 1973 and was adopted by the Council of Ministers two years later. The First Action Programme for Women was initiated in 1982 and was launched at the beginning of 1991. This Third Action Programme, together with the five Directives concerning equal treatment which have already been adopted, provide an appropriate framework for action at the Community level.

As we approach the implementation of the Internal Market, the need for accurate information on the position of women has never been greater. There is an increasing demand for up-to-date and complex statistics, which can provide a basis for equal opportunity policies. Moreover, the European Parliament has adopted several resolutions requesting the collection of up-to-date gender-specific data. Such data can enable specific groups of women to be targetted and highlight both direct and indirect forms of discrimination.

This publication has drawn together in a single volume a wide range of statistics on the social situation of women in the European Community which are frequently requested by institutions and organisations concerned with equal opportunities. Although various aspects of the employment situation of women are emphasised, demographic data and data relating to the structure of households, social protection, childcare and education are also included in order to complete the picture. Special attention is paid to the problems of two groups, the economically inactive and those living abroad, because their respective social situations pose particular problems. The second part of the study offers a detailed analysis of the occupational distribution of women at work within the Community. The picture of occupational concentration which emerges from this exercise illustrates the importance of implementing equal opportunities policies whose success can be precisely monitored only by access to accurate and relevant data.



Henning CHRISTOPHERSEN



Vasso PAPANDREOU

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Symbols

★	estimate
:	not available
-	not applicable
0	less than half the unit used
.	more than zero but extremely unreliable
()	sample too small to yield reliable data
EUR 12	refers only to data actually available

Chapter I: POPULATION

Population by sex and age group	10-11
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This first chapter, presenting an integral picture of the female population of the European Community, already alludes to some general phenomena which are characteristic of all developed societies, even though they are limited here to the Europe of the Twelve.

One such phenomenon is that of feminization: women outnumber men in developed societies. Nevertheless, a differentiated study distinguishing between age groups will reveal that the reverse is true amongst young people.

The ageing of the population is manifest in the very narrow bases of the age pyramids: older people are increasing in numbers while the younger population declines.

This is by far the most salient feature, even though it is not necessarily true of some countries, chiefly in southern Europe, whose populations are still relatively young.

We shall also describe the growth in the population via the natural growth rate, i.e. the difference between births and deaths, and the migration rate, which distinguishes between countries with immigrant and emigrant populations.

Lastly, it should be noted that the population of the Community is far from homogeneous. The differences between countries will therefore be highlighted by comparison with the Community norm.

Total populations and female populations in thousands (1 January 1990)

	B	DK	D	GR*	E	F	IRL*	I	L	NL	P	UK*	EUR 12*
Total population	9 948	5 135	62 679	10 046	38 925	56 304	3 507	57 576	378	14 893	10 337	57 309	327 037
Females	5 088	2 605	32 443	5 103	19 821	28 866	1 755	29 608	194	7 534	5 343	29 356	167 715
% females	51,1	50,7	51,8	50,8	50,9	51,3	50,1	51,4	51,2	50,6	51,7	51,2	51,3

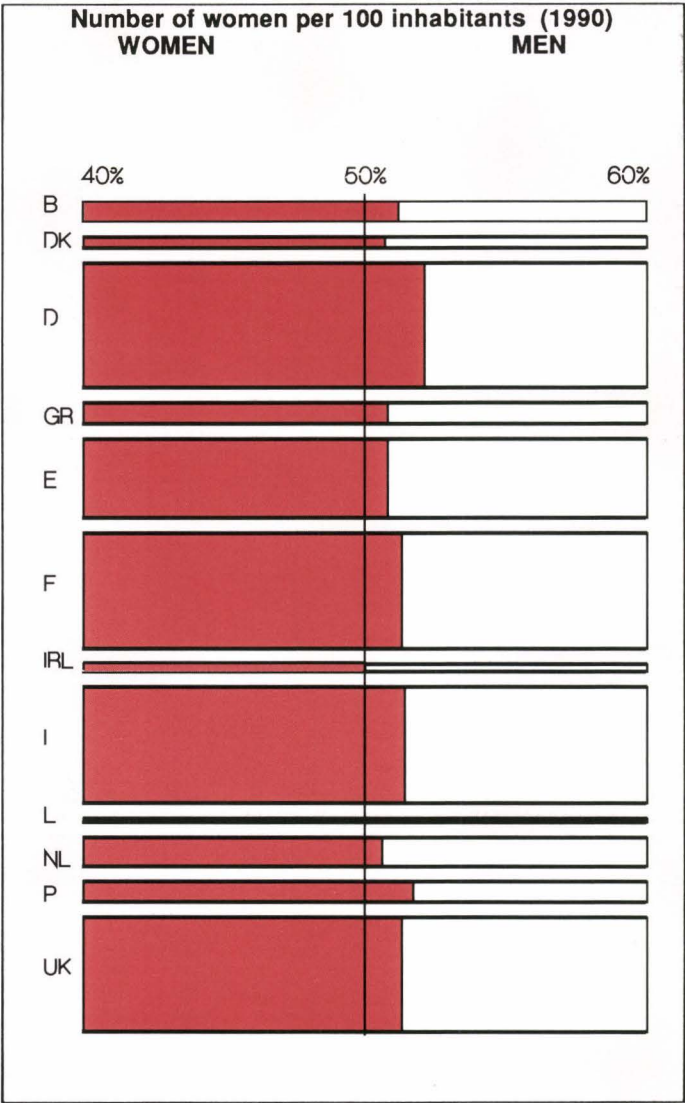
Population by sex and age group

168 million women in the Community: a substantial feminization rate which varies between countries and age groups.

The two graphs give each Member State a band of a height proportionate to its population. In the graph opposite, the extent of feminization is indicated from left to right on a scale of 40% to 60%. The second graph, which concerns only women, shows female populations by age group.

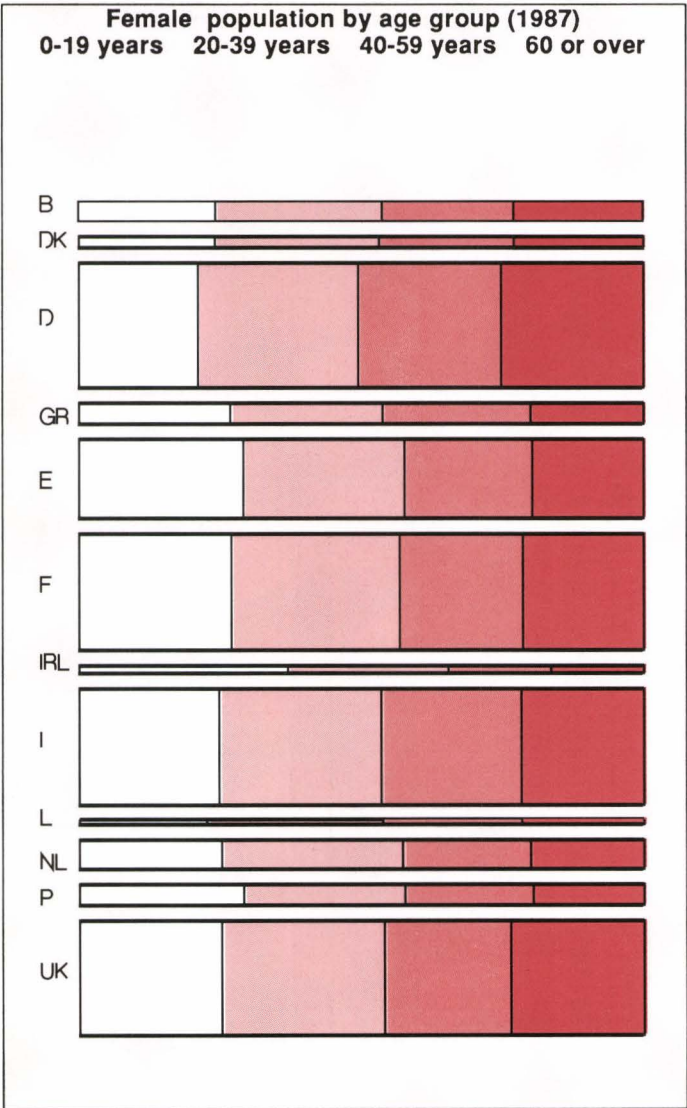
Feminization is relatively marked in the Federal Republic of Germany and Portugal and less so in Ireland, the Netherlands, Denmark, Greece and Spain. The differences are the result of age structures and migratory trends.

The most noticeable differences and the strongest national characteristics in the female population structure can be seen in the pattern of distribution across the various age groups.



Age group structure of the female population (1 January 1990)

	B	DK	D	GR*	E	F	IRL*	I	L	NL	P	UK*	EUR 12*
0-19 years	23,7	23,4	19,6	25,5	27,1	26,3	36,0	23,1	22,1	24,8	27,6	24,7	24,2
20-39 years	29,5	28,8	29,9	27,4	29,4	29,3	27,7	29,1	31,3	31,9	29,2	28,8	29,3
40-59 years	23,5	24,8	25,2	26,1	22,7	22,4	19,6	25,1	24,4	23,4	22,8	23,1	23,8
60 and over	23,3	23,0	25,3	21,1	20,8	21,9	16,8	22,7	22,2	19,9	20,4	23,5	22,7
Total	100	100	100	100	100	100	100	100	100	100	100	100	100



The proportion of women aged between 20 and 40 is above the Community average in the Netherlands and Luxembourg.

Ireland and, to a lesser extent, Spain and Portugal are notable for a high proportion of young people.

By contrast, Germany has relatively few women under 20 but many of 60 or over. This age group is also well represented in the United Kingdom.

Number of females per 100 males by age group (1 January 1990)

	B	DK	D	GR*	E	F	IRL*	I	L	NL	P	UK*	EUR 12*
0-19 years	95	96	95	94	94	95	95	95	95	96	95	95	95
20-39 years	96	95	95	97	98	99	98	98	98	96	100	98	98
40-59 years	100	99	96	107	103	100	97	104	96	97	112	101	101
60 and over	140	133	168	123	134	143	125	138	151	139	138	138	143
75 and over	198	174	228	140	173	194	156	177	204	192	173	194	192

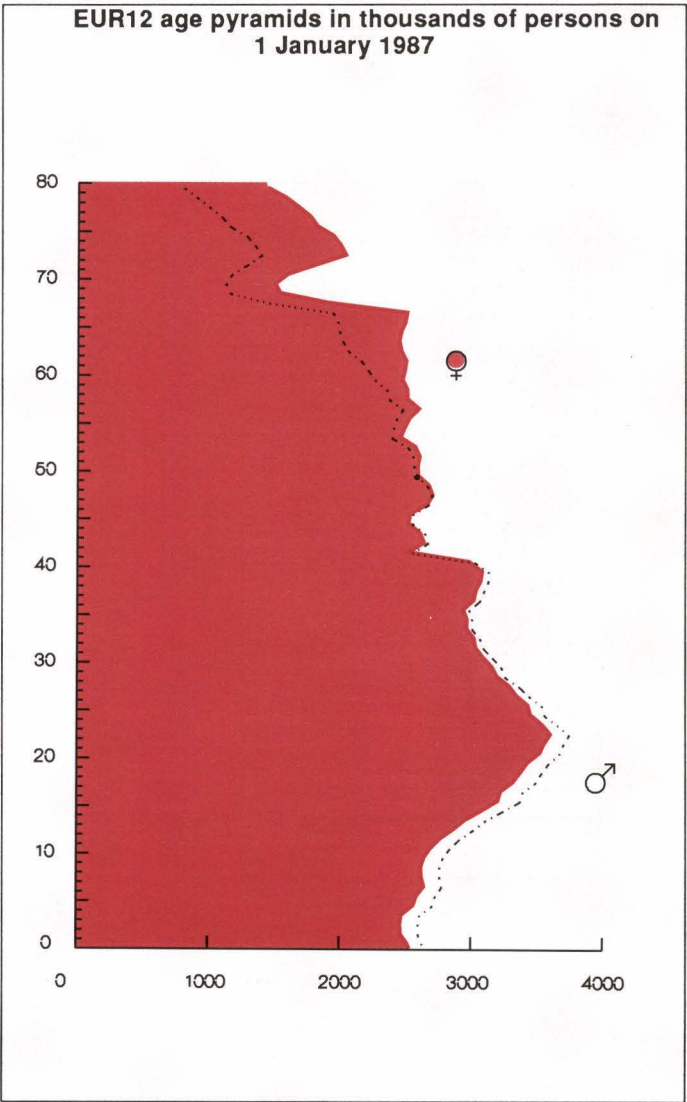
Age and feminization

Feminization increases with age: there are more women than men over forty.

In the above table, the index denoting the number of women per hundred men exceeds 100 where there are more women than men, as is the case in the Community as a whole from the 40-59 age group upwards. The phenomenon is equally visible in the age pyramid: the line of the male pyramid falls below the female one after 47 years of age or so. This state of affairs can be expressed, as on the right-hand page, in terms of life expectancy or median age, i.e. the age equally dividing the population of each sex.

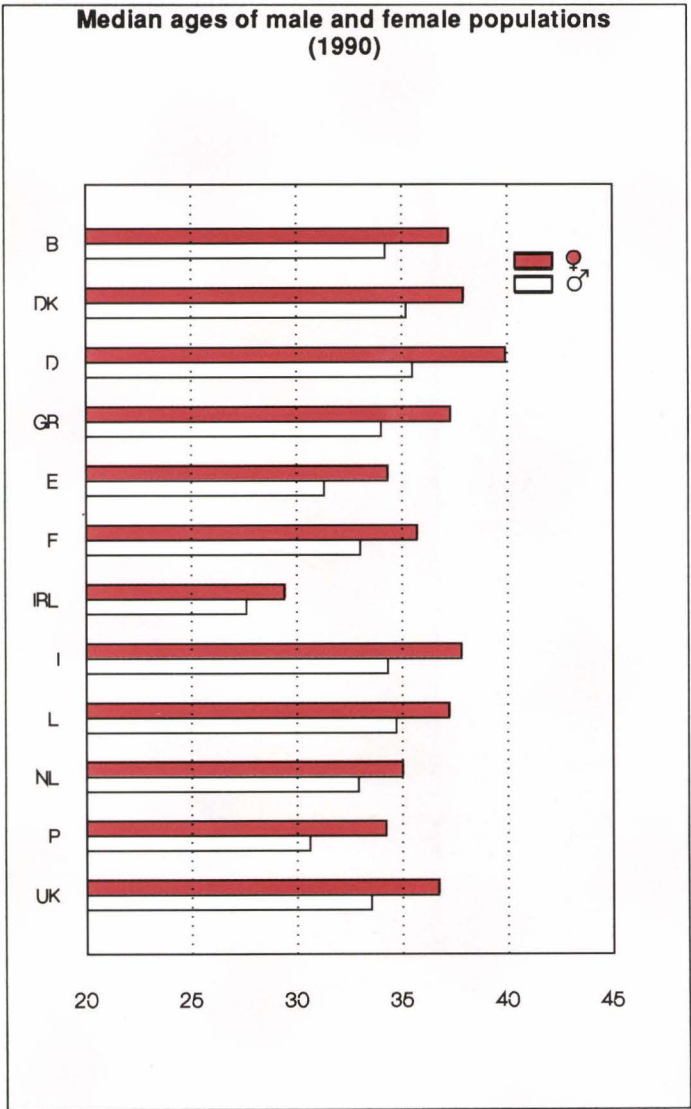
The above table shows that the differences between countries are slight in the youngest age groups and that the gaps subsequently increase, particularly after the age of 40.

Because of male emigration, females outnumber males at a younger age in Portugal, Greece and Italy. By contrast, feminization arrives later and more markedly in Germany.



Median age of the population (1 January 1990) and entire lifespan expected at 30 ¹ (1989)

	B	DK	D	GR*	E	F	IRL*	I	L	NL	P	UK*	EUR 12*
Median age													
F	37,2	37,9	39,9	37,3	34,3	35,7	29,4	37,8	37,2	35,0	34,2	36,7	36,8
M	34,2	35,2	35,5	34,0	31,3	33,0	27,6	34,3	34,7	32,9	30,6	33,5	36,8
Entire lifespan expected at 30													
F	80,1	78,8	80,1	79,4	81,2	81,8	78,0	80,8	79,0	80,9	79,7	79,0	:
H	74,1	73,6	74,2	75,1	75,4	74,4	73,0	75,0	72,6	75,0	73,8	73,8	:



A glance at the median age enables a distinction to be made between "young" countries (Spain, Portugal and above all Ireland) and their "old" counterparts (Germany).

The difference in life expectancy between the sexes is six years on average. It is greater in France and smaller in Greece, Ireland, Denmark and the UK.

Female age pyramids on 1 January 1987²

— national
pyramids

Community
pyramid

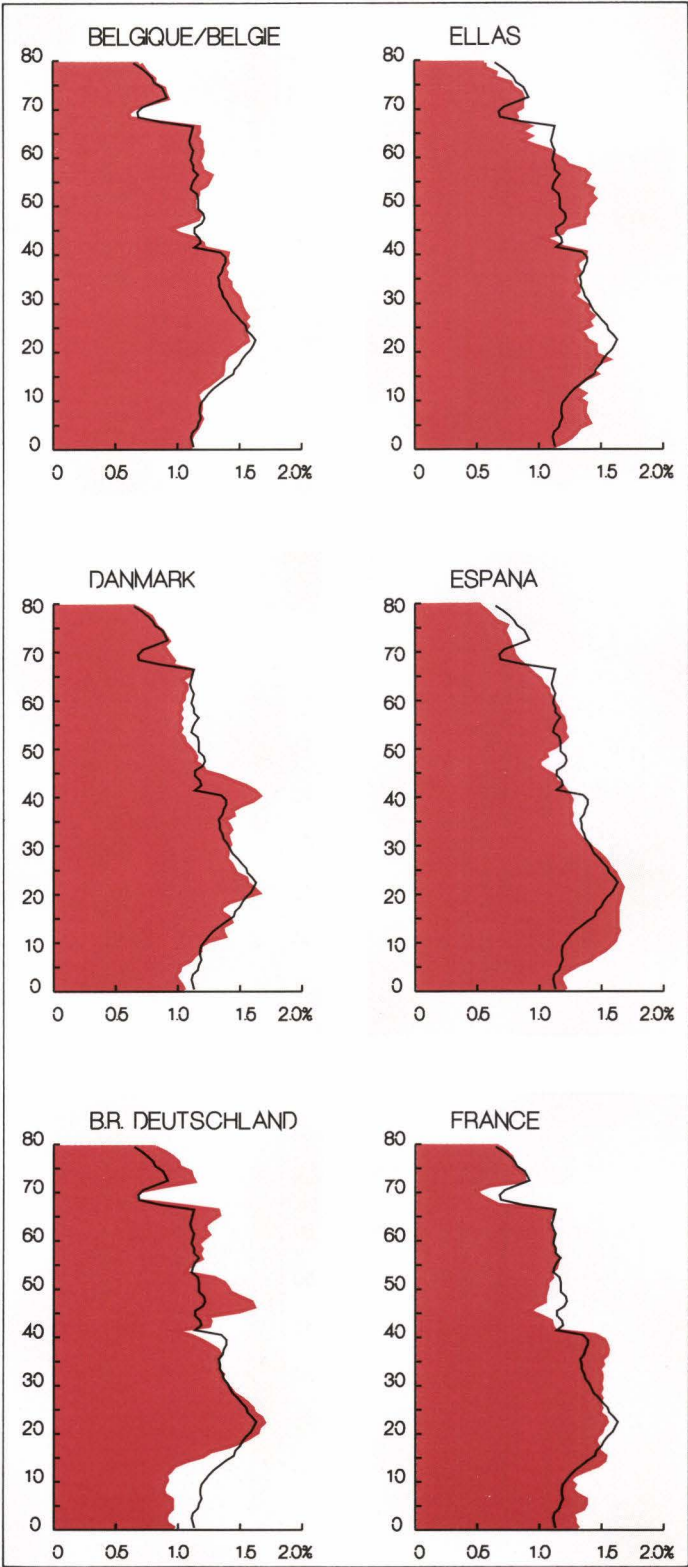
Female age pyramids

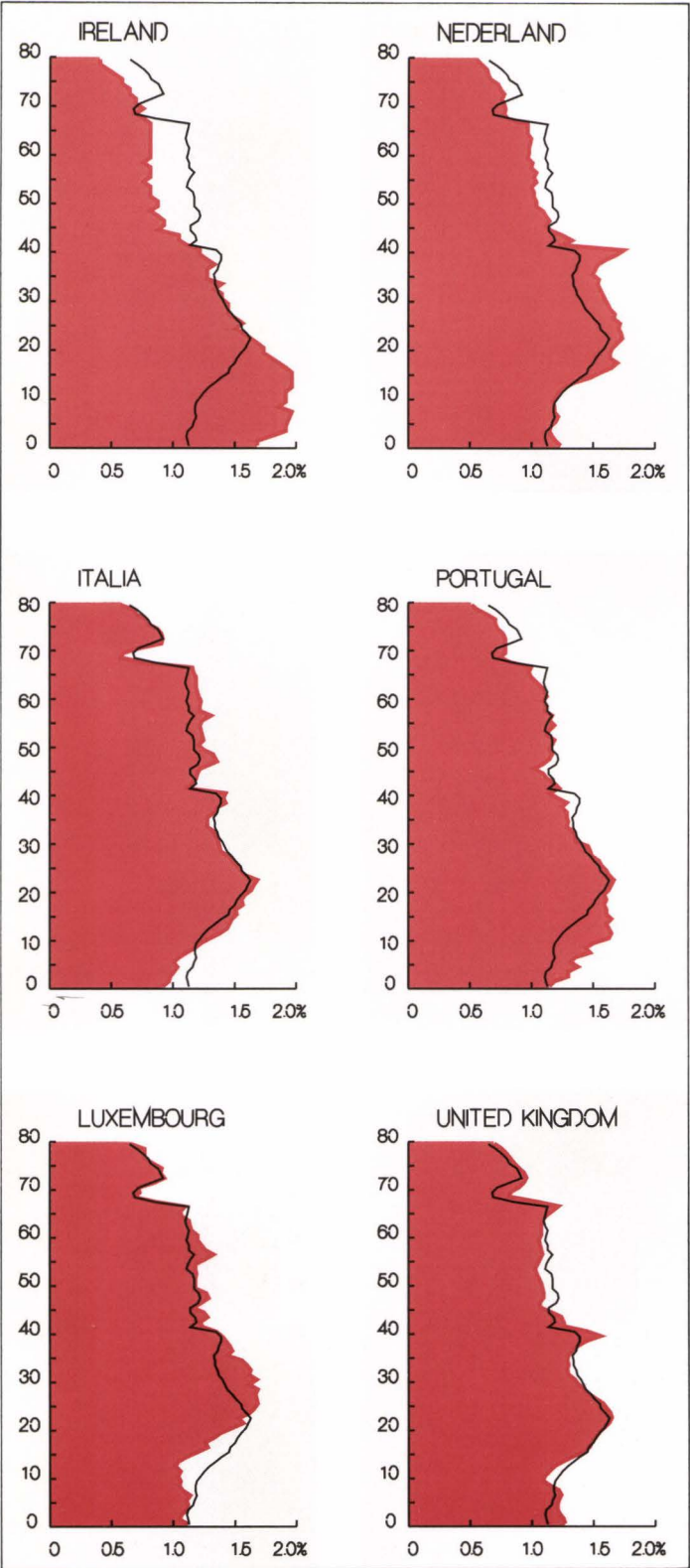
Twelve highly contrasting female age pyramids: a record of past trends in fertility.

The female half of the age pyramid is shown here for each Member State, with a reference line indicating the position of the average Community pyramid. To make the national graphs comparable, the population at each year of age is shown as a percentage of the total female population of the country.

There are some strong similarities between certain pyramids: the slight gaps of various sizes towards the tips of several pyramids are due to the birth-rate deficit during the First World War. The post-war baby boom is likewise evident throughout, but at different dates and intensities according to the country.

On average, those aged around 25 are most numerous across the Community. In Portugal, Spain, Greece and above all Ireland the decline in generation size is far more recent than average; by contrast, the





youngest generations are particularly thin on the ground in Germany, Luxembourg, Denmark and Italy.

Women aged 25 to 40 form the largest female age groups in the Netherlands, Luxembourg and France.

The number of elderly women exceeds the Community average in Germany, while the number of young people is less than average. This is in direct contrast to the Irish pyramid.

These pyramids are both witnesses of the past and predictors of the future: they illustrate the problems caused by the shortage of young people arriving on the job market and the parallel growth in numbers of older people.

Growth in total population per 1000 persons (1988/1983)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR 12
Growth	1,8	2,5	-3,7	18,2	23,0	20,6	20,6	11,6	17,8	26,2	30,2	12,2	12,6
of which													
– natural	2,7	-4,1	-7,7	13,7	22,5	20,0	46,6	3,4	2,2	20,0	18,7	8,0	8,8
– migratory	-0,9	6,6	4,0	4,5	0,5	0,6	-25,9	8,2	15,6	6,2	11,5	4,2	3,8

Population trends

Demographic growth everywhere over the past five years. One notable exception: the Federal Republic of Germany.

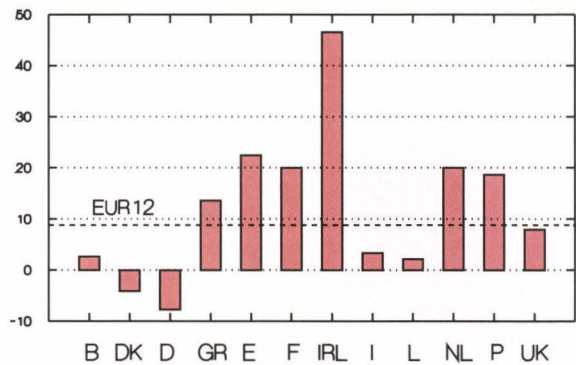
Population trends are a function of natural growth - the excess or deficit of births over deaths - and migratory flows. The Community average is shown in the tables and by a horizontal line in the graphs opposite.

Portugal, the Netherlands, Spain, France and Ireland have the highest growth rates; by contrast, the populations of Belgium and Denmark show only a very slight increase while that of Germany is in decline.

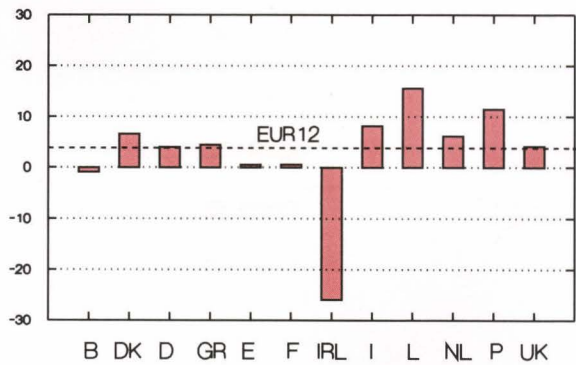
Natural growth is flourishing in Ireland but negative in Germany and Denmark. The migration rate is high in Luxembourg and Portugal but extremely negative in Ireland.

All Member States show opposite trends in the two extreme female age groups: female populations aged 15 or under are declining while those aged 75 and over are increasing everywhere.

Natural growth rate 1988/1983 per 1000 inhabitants

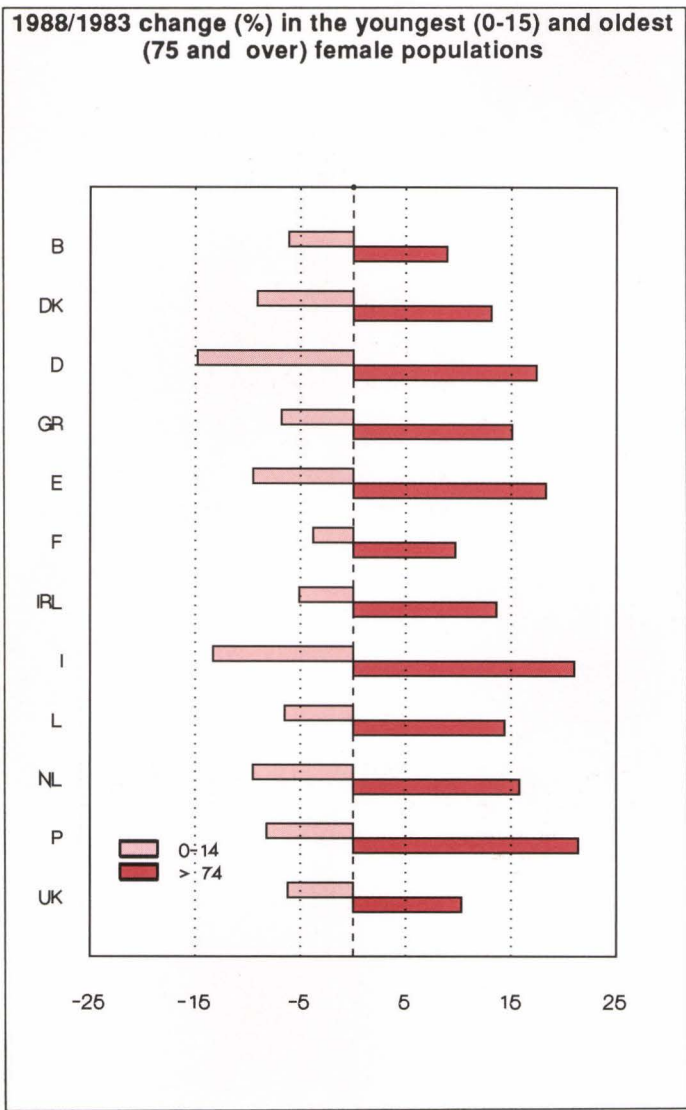


Migratory growth rate 1988/1983 per 1000 inhabitants



Growth in the female population by age group per 100 females (1988/1983)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR 12
0-14 years	-6,1	-9,1	-14,8	-6,8	-9,5	-3,8	-5,1	-13,3	-6,5	-9,5	-8,2	-6,2	-9,1
15-24 years	-5,9	-0,4	-2,7	2,9	3,0	-0,3	0,2	4,1	-5,3	-0,7	2,4	1,2	0,7
60-74 years	3,3	-1,9	-1,8	5,5	7,8	4,4	1,4	5,8	1,1	5,2	7,8	-2,5	2,3
75 and over	8,9	13,1	17,4	15,1	18,3	9,7	13,6	21,0	14,4	15,8	21,4	10,3	14,7



The fall-off in numbers of young women is particularly marked in Germany and Italy, but slight in France and Ireland.

The rise in numbers of older people is very marked in Portugal and Italy but less so in France, the UK and Belgium.

			B	DK	D	GR	E
Average population in thousands (1989)	T		9 937,7	5 131,6	62 104,1	10 033,0	38 888,3
	F		5 083,2	2 603,0	32 207,6	5 096,9	19 803,2
	M		4 854,5	2 528,6	29 896,5	4 936,1	19 085,0
Female population in thousands ³ (1-1-1990)	0-19 years		1 206	609	6 363	1 300	5 372
	20-39 years		1 499	751	9 703	1 398	5 826
	40-59 years		1 196	647	8 175	1 330	4 496
	60 and over		1 187	598	8 201	1 075	4 127
	75 and over		440	226	3 231	356	1 346
Population distribution by age group ³ (%)							
0-14 years	T		18,1	17,1	15,1	19,6	20,0
	F		17,3	16,5	14,2	18,7	19,0
	M		19,0	17,8	16,0	20,6	21,1
15-44 years	T		44,4	45,1	43,7	42,0	44,9
	F		42,6	43,4	41,2	40,7	43,6
	M		46,3	46,9	46,4	43,3	46,3
45-64 years	T		22,6	22,1	25,9	24,7	21,8
	F		22,6	22,0	25,1	25,4	22,0
	M		22,7	22,2	26,8	23,9	21,6
65 and over	T		14,8	15,6	15,3	13,7	13,3
	F		17,6	18,0	19,5	15,2	15,4
	M		12,0	13,1	10,8	12,2	11,1
Life expectancy at birth ⁴							
	F		79,0	77,7	79,0	77,6	79,8
	M		72,4	72,0	72,6	72,6	73,2
	female excess		6,6	5,7	6,4	5,0	6,6
Life expectancy at 60 ⁴							
	F		22,4	21,8	22,2	21,1	23,0
	M		17,5	17,6	17,8	18,2	18,9
	female excess		4,9	4,2	4,4	2,9	4,1
Deaths per 1000 inhabitants							
	1977		11,5	9,9	11,5	9,0	8,1
	1987		10,7	11,3	11,2	9,6	7,9
Population forecast (thousands)							
for 1995	T		9 913,8	5 186,6	63 958,9	:	39 244,1
	F		5 072,3	2 628,2	32 952,3	:	19 973,5
	M		4 841,4	2 558,4	31 006,6	:	19 270,6
for 2010	T		9 713,1	5 135,1	62 295,0	:	063,5
	F		4 980,4	2 600,7	31 914,8	:	860,7
	M		4 732,6	2 534,4	30 380,2	:	202,7

	F	IRL	I	L	NL	P	UK	EUR12
	56 160,3	3 515,0	57 540,6	376,7	14 848,8	10 320,8	57 236,4	326 093,1
	28 796,4	1 759,6	29 586,9	193,1	7 511,4	5 334,9	29 329,7	167 305,9
	27 363,9	1 755,4	27 953,7	183,6	7 337,4	4 985,9	27 906,7	158 787,2
	7 599	631	6 850	43	1 870	1 474	7 242	40 559
	8 455	485	8 604	61	2 405	1 558	8 454	49 198
	6 476	344	7 422	47	1 762	1 219	6 769	39 883
	6 336	295	6 732	43	1 497	1 092	6 892	38 074
	2 538	96	2 325	15	531	349	2 608	14 061
	20,1	27,5	16,7	17,3	18,2	20,9	19,0	19,2
	19,1	26,7	15,8	16,5	17,6	19,6	18,0	17,3
	21,1	28,2	17,7	18,1	18,9	22,2	19,9	19,2
	45,0	43,8	44,7	45,5	48,3	44,5	43,9	44,5
	43,5	43,2	43,1	43,6	46,7	43,1	42,4	42,8
	46,6	44,5	46,4	47,5	49,9	46,1	45,5	46,3
	20,9	17,4	24,1	23,8	20,7	21,4	21,5	22,8
	20,7	17,3	24,3	23,4	20,4	22,2	21,2	22,7
	21,0	17,5	24,0	24,3	20,9	20,6	21,7	22,9
	14,0	11,3	14,5	13,4	12,8	13,1	15,6	14,5
	16,6	12,8	16,8	16,6	15,2	15,0	18,3	17,2
	11,2	9,8	12,0	10,1	10,3	11,1	12,8	11,6
	80,7	77,0	79,7	77,9	79,9	77,9	77,9	79,2
	72,5	71,0	73,2	70,6	73,7	70,9	72,2	72,8
	8,2	6,0	6,5	7,3	6,2	7,0	5,7	6,4
	24,0	20,0	22,7	21,3	23,0	22,0	21,3	:
	18,8	16,0	18,2	16,4	17,9	18,0	17,0	:
	5,2	4,0	4,5	4,9	5,1	4,0	4,3	:
	10,1	10,3	9,8	11,3	7,9	10,2	11,7	:
	9,5	8,8	9,3	10,8	8,3	9,3	11,3	9,9
	57 060,9	3 500,4	57 585,4	378,4	15 420,9	10 518,6	58 280,0	331 197,9
	29 268,1	1 753,2	29 625,5	194,5	7 793,4	5 432,3	29 765,0	169 589,4
	27 792,8	1 747,3	27 959,9	183,9	7 627,4	5 086,3	28 515,0	161 608,5
	58 766,0	3 413,1	56 410,9	386,8	16 376,7	10 815,1	59 918,0	332 543,2
	30 208,8	1 712,9	29 083,3	199,4	8 271,1	5 573,3	30 420,0	169 589,4
	28 557,1	1 700,2	27 327,7	187,4	8 105,6	5 241,8	29 498,0	161 608,5

NOTES

- 1 Entire lifespan at 30 is equal to 30 years plus the remaining life expectancy at the age of 30: 1989 except GR (1985), E (1987), I (1988), L (1985-87) and UK (1988).
- 2 Age pyramids on 1.1.1987 except GR and IRL (1.1.1986) and corresponding EUR12 total.
- 3 Estimates for GR, IRL, UK and EUR12.
- 4 For 1989 except GR (1985), E (1987), I (1988), L (1985-87) and UK (1988).

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Jean-Claude Chesnais

Population Trends in the European Community 1960-1986

Revue Européenne de Démographie Nos 3-4, 1987, pp. 281-296

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Symposium on Population Change and European Society

Florence, 7-10 December 1988

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Mariane Coopmans, Anne Harrop, Marijke Hermans-Huiskes

The Social and Economic Position of Older Women: joint report on two research projects

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EUROSTAT 1990

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Florence, 7-10 December 1988

The Commission of the European Communities and The European University Institute (sponsors), 1988, 14 vols.

Chapter II: BIRTH AND FERTILITY RATES

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The data on births and fertility demonstrate the demographic potential of the Community. In an aged Europe, demographic stability will be crucial.

Moreover, the fertility index - the average number of children per woman - and the distribution of reproduction across the age groups directly affect female employment: the age of the mother and the number of children she has influence her attitude to economic activity to a greater or lesser extent according to the country.

The distribution of births by parity or rank order shows the variation from country to country in numbers of large families. The average age of women at the birth of their first child is rising everywhere, but the differences between countries persist. An increase in numbers of births outside marriage and a reduction in infant mortality are also evident across the board.

Live births in thousands and numbers of boys born per 1000 girls (1987)¹

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR 12
Live births (1000)													
T	117,4	56,2	642,0	112,8	434,5	767,8	58,9	552,3	4,2	186,7	123,2	775,6	3 831,6
F	57,0	27,1	311,4	54,4	209,7	374,6	28,7	267,3	2,0	90,9	59,6	377,7	1 860,4
M	60,4	29,1	330,6	58,4	224,8	393,2	30,2	285,0	2,2	95,8	63,6	397,9	1 971,2
No. of boys/ 1000 girls	1 059	1 071	1 062	1 074	1 072	1 050	1 051	1 066	1 038	1 055	1 066	1 053	1 059

Birth rate

Falling birth rates and a recent trend towards homogeneity across the twelve Member States.

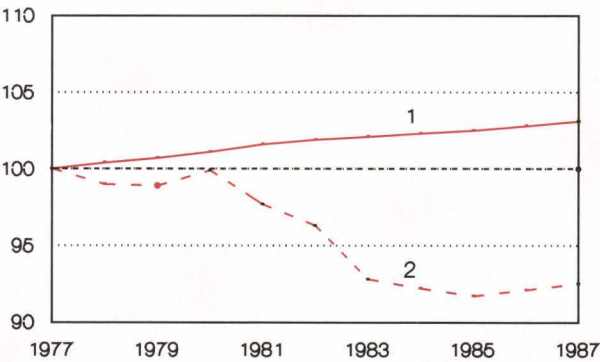
The tables in this section show the birth rate index in parallel with other data and reveal some contrasting trends: population growth accompanied by a falling birth rate; increasing numbers of women of child-bearing age combined with a fall in the number of children per woman.

While the population of the Community maintained a steady growth, the number of births fell constantly until 1985.

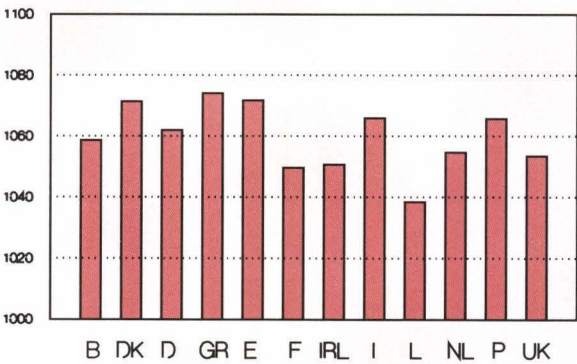
More boys than girls are currently being born. The ratio between the two, known as the masculinity ratio, is particularly high in southern Europe and Denmark.

The average number of children per woman of childbearing age declined more or less across the Community between 1977 and 1989, the lowest figures occurring in Italy, Germany and Spain but Irish levels remaining high.

1987/1977 trends in population (1) and live births (2)



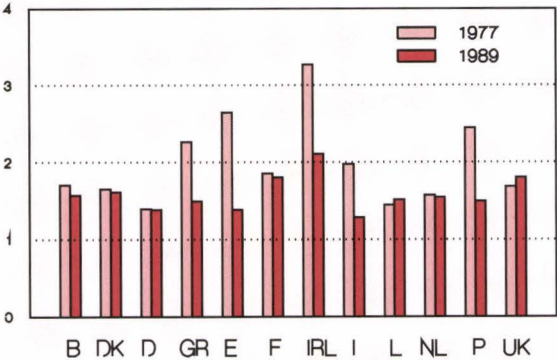
Number of boys born per 1000 girls (1987)



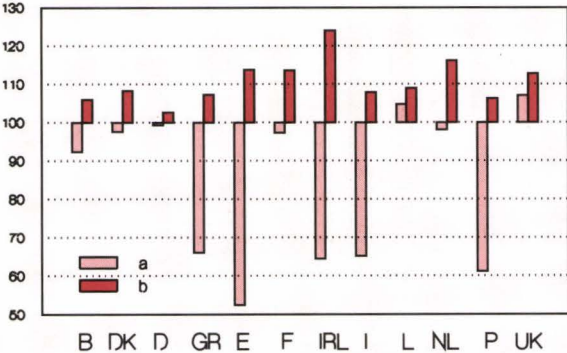
Birth rate indices and population trends (1989)²

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Percentage: population	3,05	1,57	19,04	3,08	11,93	17,22	1,08	17,65	0,12	4,55	3,16	17,55	100,0
births	3,14	1,60	17,73	2,64	10,53	19,92	1,34	14,76	0,12	4,92	3,08	20,22	100,0
Average number of children 1977	1,71	1,66	1,40	2,27	2,65	1,86	3,27	1,98	1,45	1,58	2,45	1,69	1,96
per woman: 1989	1,58	1,62	1,39	1,50	1,39	1,81	2,11	1,29	1,52	1,55	1,50	1,81	1,58

Average number of children per woman of childbearing age



1989/1977 trends in the number of children per woman (a) and the number of wcmen of childbearing age (b)



There was also a tendency towards homogenization in the same period: differences between countries are still very marked but are diminishing.

The last graph gives a precise measure of this trend but also reveals the increase in numbers of women of childbearing age. The two trends balance each other out to some extent in terms of total numbers of births, the sole exceptions being Luxembourg and the UK, where the number of births per woman is also increasing. The rise in the number of women of childbearing age is marked in Ireland, the Netherlands, the UK, France and Spain.

Trend by age group in the fertility rate per 1000 women of childbearing age:



Fertility trend by age group

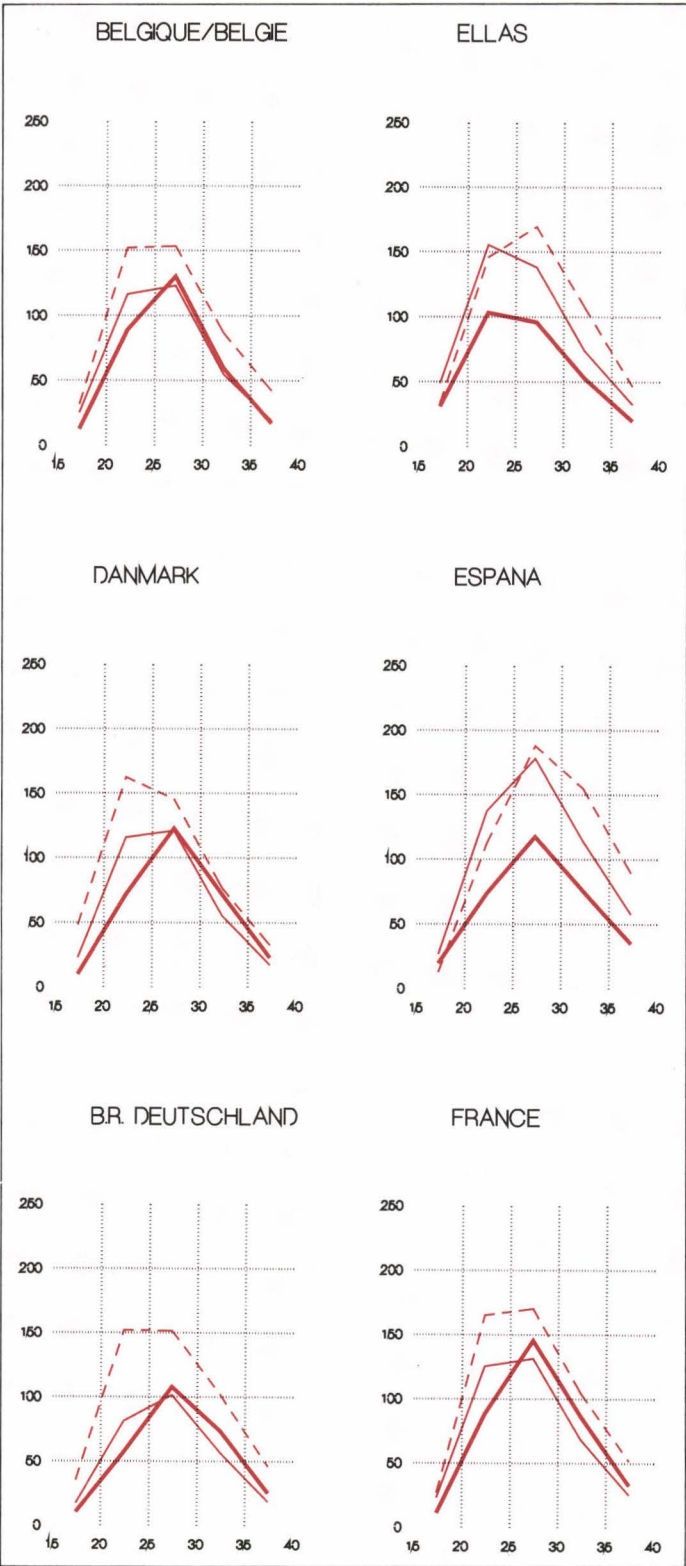
General decline in fertility rates and a shift towards older age groups.

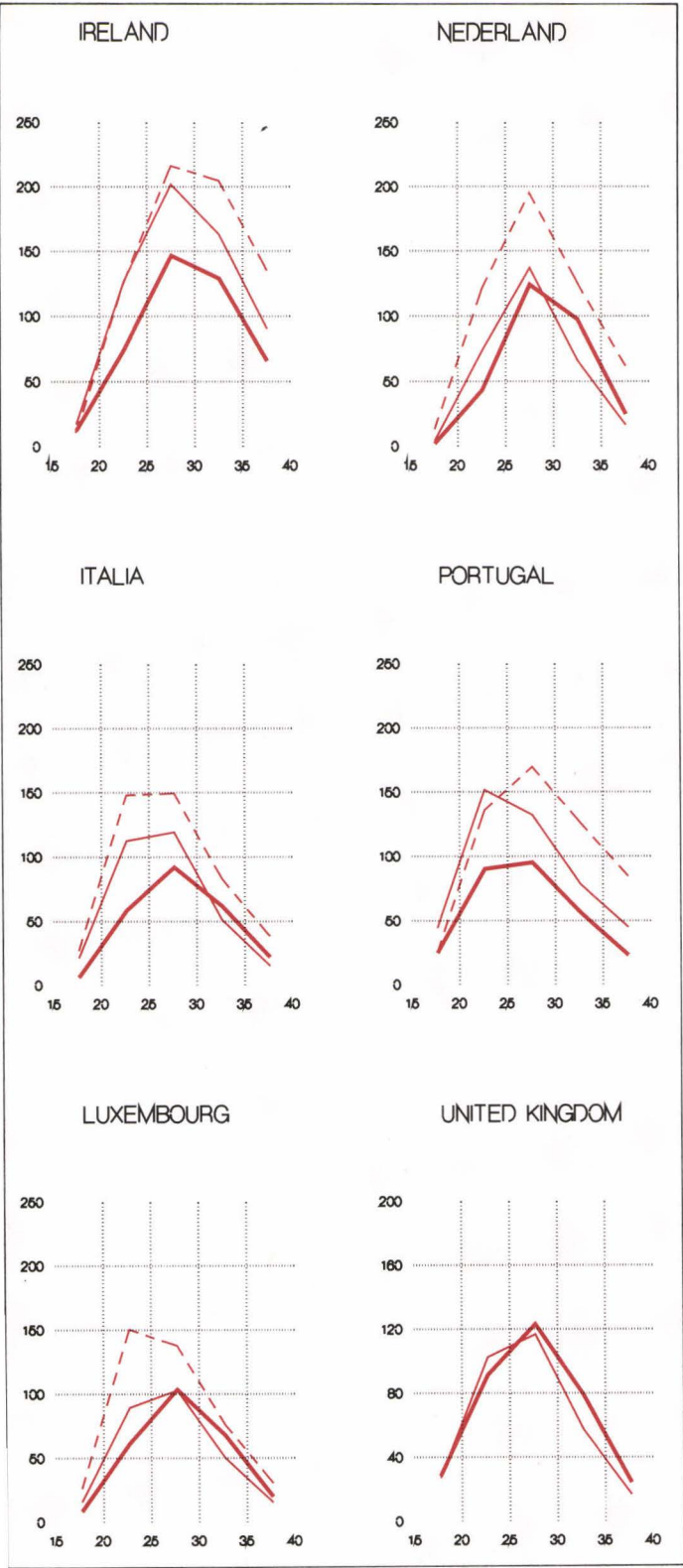
The graphs opposite can be read in two ways: either in terms of the thickest line, indicating the number of live births per 1 000 women in the most recent year available, or by comparing the three lines (except in the case of the UK).

According to the most recent data, most births take place in the 25-29 age group in all countries except Greece.

Few women under 20 give birth except in Greece, the UK and Portugal. The birth rate remains high after the age of 30 in Ireland but also in Spain and France.

Most countries show a decline in all age groups between 1967 and 1987. Another phenomenon, less easy to analyse, then appears in several countries: the curves move to the right, indicating later births.





Two major patterns govern this trend towards late births: later arrival of the first child and longer intervals between births. Spain, Portugal, Greece and Ireland are exceptions to this process.

The shift of fertility to the right of the age scale is itself enough to cause a temporary decline in the birth rate: the number of children born remains the same but they are born later. The birth rate rises again when the curve restabilizes following the shift to the right.

Distribution (%) of births by parity (1st child, 2nd child ...) ³ (1989)

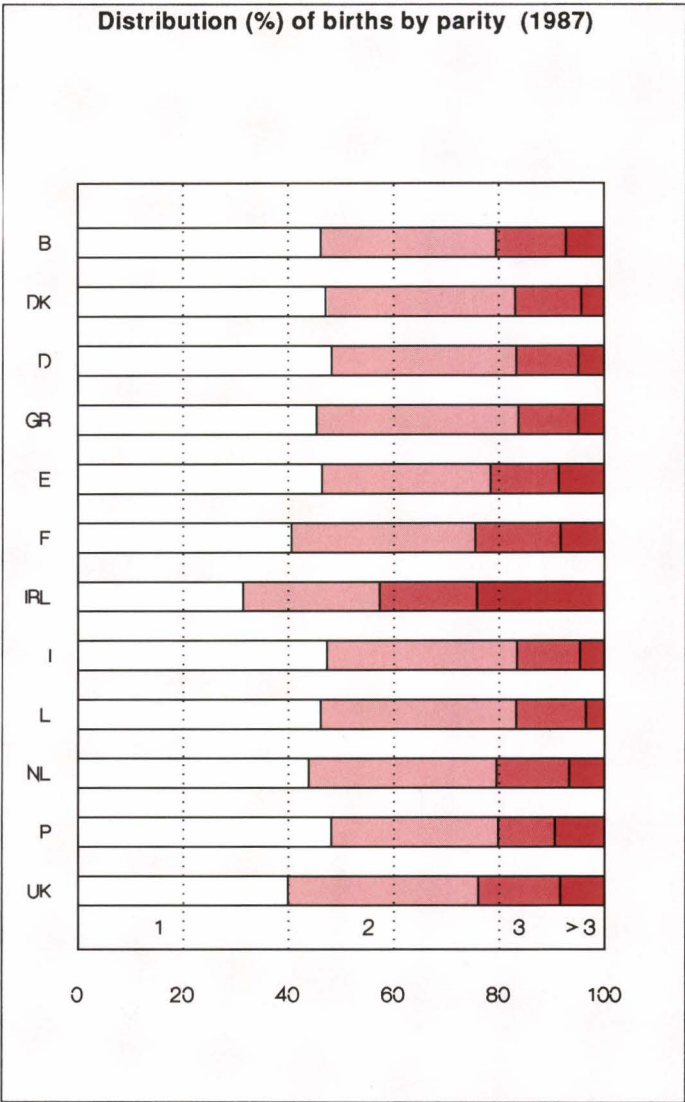
	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
1st child	46,2	47,0	47,8	44,4	44,5	41,5	32,7	48,5	45,6	44,3	51,2	39,9	44,6
2nd child	33,3	36,3	35,3	39,2	35,1	33,6	27,2	35,4	37,5	35,1	31,2	36,3	35,0
3rd child	13,3	12,4	12,0	11,6	12,6	16,2	18,2	11,7	13,1	13,9	9,8	15,6	13,5
Subsequent child(ren)	7,2	4,3	4,9	4,9	7,7	8,7	21,9	4,4	3,8	6,7	7,9	8,3	6,9
	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0

Fertility by parity of birth

Detailed picture of fertility: family models vary from country to country.

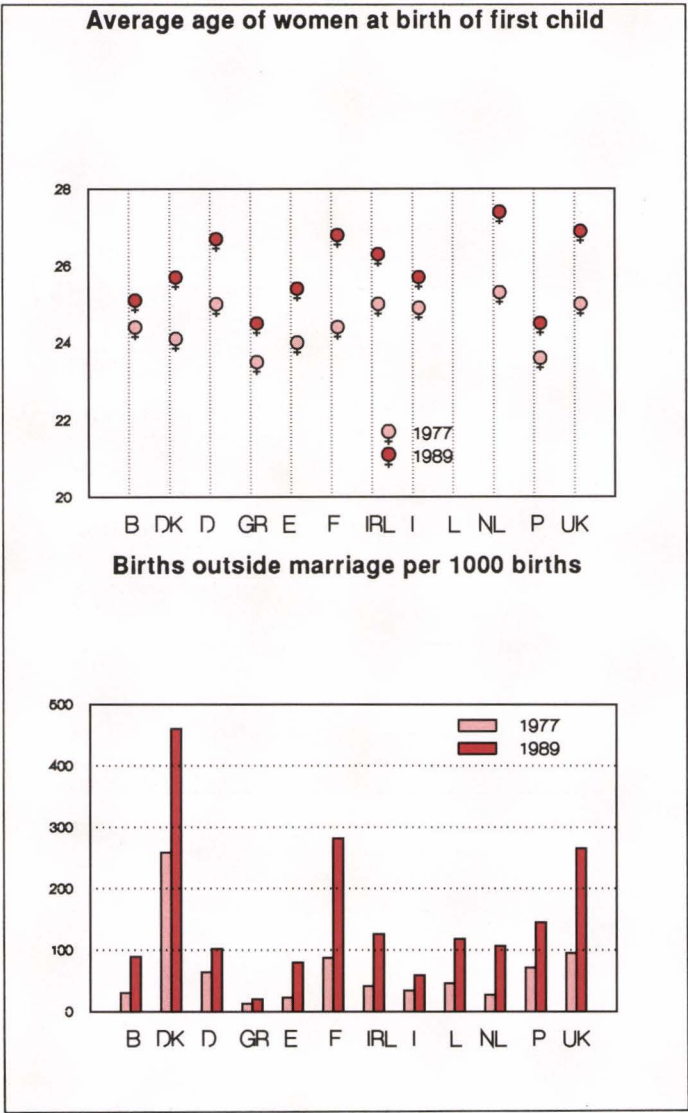
The first graph illustrates the data in the first table: each segment represents the number of children with a given parity as a percentage of the total number of children. The two graphs on the right also reproduce the data in the tables above them: the average age of women at the birth of their first child and numbers of births outside marriage are given for 1977 and 1989 and thus also indicate the trends in this period.

The distribution of the number of births in each rank order is an indicator of the size of families: large families in Ireland (40% of children are at least third in line); third or later children are still relatively common in France and the UK. This type of birth is rarer in Denmark, Germany, Greece, Italy and Luxembourg.



Average age of women at birth of first child and births outside marriage per 1000 births⁴
(1977 and 1989)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Average age at birth of 1st child													
1977	24,4	24,1	25,0	23,5	24,0	24,4	25,0	24,9	:	25,3	23,6	25,0	24,6
1989	25,1	25,7	26,7	24,5	25,4	26,8	26,3	25,7	:	27,4	24,5	26,9	26,2
Births outside marriage													
1977	30,9	259,0	64,7	13,3	23,2	87,8	41,8	34,7	46,4	27,5	71,8	95,4	60,3
1989	89,3	460,4	102,2	20,6	80,1	282,3	126,3	59,6	118,3	106,8	145,5	265,9	169,8*



The average age of the mother at the birth of her first child is highest in the Netherlands, the UK, France and Germany and lowest in Greece and Portugal.

The increase is universal: though only slight in Belgium, Italy, Portugal and Greece, it is very marked (more than eighteen months of age in twelve years) in France, the Netherlands, the UK, Germany and Denmark.

The percentage of births outside marriage is on the increase throughout the Community. It is highest in Denmark and lowest in Greece.

		B	DK	D	GR	E
Live births	1977	121,8	61,9	582,3	143,7	656,4
in thousands	1987	117,4	56,2	642,0	106,4	421,1
Population aged 0-4	1982	609,1	289,4	2 992,5	710,1	2 926,5
in thousands	1987	578,9	268,4	2 990,0	629,8	2 422,6
Female population	1982	2 084,4	1 111,3	13 442,5	2 002,9	7 862,3
aged 15-44	1987	2 145,4	1 138,6	13 206,0	2 039,4	8 403,3
in thousands						
Still births (absolute figures)		680	288	2 485	853	2 431
Infant deaths under 1 year		1 138	467	5 318	1 247	3 784
Infant mortality rate						
per 1000	1977	13,6	8,7	15,4	20,4	15,3
	1987	9,7	8,3	8,3	11,7	9,0
Gross reproduction rate		0,747	0,722	0,655	0,782	0,825
Net rate	1977	0,809	0,794	0,659	1,041	:
	1987	0,730	0,711	0,632	0,760	0,770
Live births						
1st child	1977	57,7	27,1	262,3	63,6	254,4
	1987	49,8	26,4	279,6	48,3	211,7
2nd child	1977	38,5	23,3	184,9	54,1	203,4
	1987	35,9	20,2	203,5	40,7	146,2
3rd child	1977	13,1	8,3	60,3	18,2	106,3
	1987	14,4	7,1	68,7	12,1	59,5
4th child	1977	8,8	3,1	37,2	7,9	92,3
and subsequent children	1987	7,8	2,4	27,9	5,2	38,9
Live births per						
1000 women aged						
15-19	1967	31,3	47,6	34,8	32,7	11,6
	1977	25,0	22,1	16,6	48,0	25,6
	1987	12,2	9,4	9,6	30,3	18,3
20-24	1967	151,8	161,9	151,3	145,0	111,3
	1977	116,2	115,2	80,4	154,6	136,4
	1987	88,7	71,2	56,6	102,4	72,5
25-29	1967	153,0	145,0	150,8	168,5	186,9
	1977	122,7	120,6	100,8	137,2	177,2
	1987	129,9	122,3	107,2	95,0	116,4
30-34	1967	86,3	76,1	101,2	106,7	153,8
	1977	54,5	54,8	56,0	73,2	112,9
	1987	58,9	71,3	73,0	51,9	74,6
35-39	1967	41,6	31,8	45,3	45,4	88,0
	1977	18,6	16,4	17,6	31,4	56,4
	1987	16,6	21,9	24,5	18,8	33,5

	F	IRL	I	L	NL	P	UK	EUR12
	737,1	68,9	741,1	4,1	173,3	181,1	657,0	4 128,7
	767,8	58,4	551,5	4,2	186,7	123,2	775,6	3 810,7
	3 769,6	360,0	3 275,3	21,3	885,8	753,2	3 520,2	20 113,0
	3 729,1	314,9	2 920,5	21,1	802,0	672,5	3 685,3	19 035,1
	11 618,1	718,5	12 030,7	81,8	3 284,2	2 106,9	11 875,0	68 218,6
	12 304,2	765,2	12 519,0	83,1	3 495,5	2 244,9	12 450,7	70 795,3
	5 304	416	3 483	23	1 036	1 230	3 900	22 129
	6 017	464	5 381	40	1 410	1 755	7 100	34 121
	11,4	15,5	18,1	10,6	9,5	30,3	14,1	18,3
	7,8	7,9	9,8	9,4	7,6	14,2	9,2	9,0
	0,886	1,140	0,738	0,688	0,760	0,760	0,880	0,790
	0,887	1,534	0,911	0,687	0,753	1,140	0,800	:
	0,868	1,117	0,724	0,663	0,750	0,740	0,870	0,770
	327,0	20,2	310,9	2,0	74,0	85,8	246,5	1 731,5
	236,4	18,4	245,7	1,7	81,7	59,2	238,7	1 497,8
	228,4	17,4	246,0	1,3	69,3	49,9	223,8	1 320,3
	203,4	15,1	187,6	1,4	66,6	39,0	215,7	1 175,3
	74,9	12,8	92,9	0,4	20,5	18,5	80,4	506,6
	94,3	10,8	66,4	0,5	25,7	13,4	93,4	462,4
	49,0	18,4	65,4	0,2	9,5	27,3	43,6	362,7
	48,8	14,2	23,7	0,1	12,6	11,6	50,3	243,5
	25,9	14,5	25,3	29,8	16,5	28,7	:	:
	22,0	21,2	27,4	19,4	7,4	47,6	29,7	:
	10,0	15,9	9,7	11,8	5,2	27,9	30,9	:
	164,0	129,7	131,0	153,8	124,6	139,1	:	:
	124,0	130,3	119,3	92,9	76,9	154,9	105,0	:
	87,0	77,3	62,1	65,0	46,6	93,2	93,9	:
	169,0	220,0	159,9	141,1	198,1	172,6	:	:
	130,0	205,5	126,5	106,2	140,2	135,2	119,1	:
	144,0	149,1	95,4	106,9	127,4	98,2	125,5	:
	103,0	208,3	111,1	79,6	128,6	129,3	:	:
	67,0	166,7	76,9	53,6	69,1	81,6	59,7	:
	85,0	131,7	65,2	71,4	100,7	59,5	81,3	:
	50,3	138,6	58,9	33,9	64,9	87,5	:	:
	24,0	93,9	33,4	18,6	19,4	48,0	19,0	:
	31,4	68,8	25,2	23,1	27,9	25,9	26,6	:

NOTES

- 1 Live births in thousands in 1987 except GR and E (1986). These data are less recent than those given in the supplementary table at the end of the chapter, which do not break down births by sex.
- 2 The figures on the average number of children per woman were calculated for women of childbearing age (15-49), whereas the trends shown in the graph at the foot of the page refer to women aged 15-44.
- 3 Distribution (%) of births by parity of child in 1989 except B (1986), D (1988), E (1986) and I (1988).
- 4 Average age of women at the birth of their first child: 1989 except B (1986), D (1988), E (1985) and I (1988).
Births outside marriage per 1000 births: 1989 except B (1987) and E (1986).

FURTHER READING:

Actes du séminaire sur les régions à problèmes démographiques en Europe
Strasbourg, 2/4 September 1986
Council of Europe, 1987, 550 pp.

Chantal Blayo

La fécondité en Europe depuis 1960 : convergence ou divergence ?
European Population Conference, Jyväskylä, 1987, 65 pp.

EUROSTAT 1990

Demographic Statistics

Theme 3: population and Social Conditions

Series C: Accounts, surveys and statistics

F. Höpflinger

Cohort Fertility in Western Europe: Comparing Fertility Trends in Recent Birth Cohorts.
Genus, No 1-2, 1984, pp. 447-462

Colin Newell

Infant Mortality

Actes du séminaire sur les régions à problèmes démographiques en Europe
Strasbourg, 1987, pp. 253-302

Louis Roussel

La famille incertaine

Editions Odile Jacob, 1989, 283 pp.

Chapter III: HOUSEHOLD COMPOSITION

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Proportion of married persons aged 15-35	38-39
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This third chapter is concerned with specific aspects of household composition. In general, the reference year is a recent one; the last section is concerned with a ten-year trend.

First, we consider only women who are heads of a household, living either alone or with a spouse, with or without children. Only children aged under 20 and living with their parent(s) are taken into account in this chapter. We then arrive at a fairly precise measure of the degree of constraint caused by the number of children by applying two criteria simultaneously: the age of the mother and the number of children. The next obvious step was to identify the burden of responsibility for young children: up to the age of 35 and even beyond, many women have to cope with a youngest child aged under five.

Next we look at marriage. Certain disparities are noticeable between countries, e.g. in the age of women at the time of marriage. We end with data revealing trends in marriage, the median age of women and men at the time of marriage and the marriage and divorce rates.

The second and third sections of this chapter take an integral approach based on Community averages. Then, to avoid referring to national averages which would merely reflect the size of age groups, we present the results specific to three five-year age groups in succession.

Women living alone or as single parents per 100 women ¹ (1988)

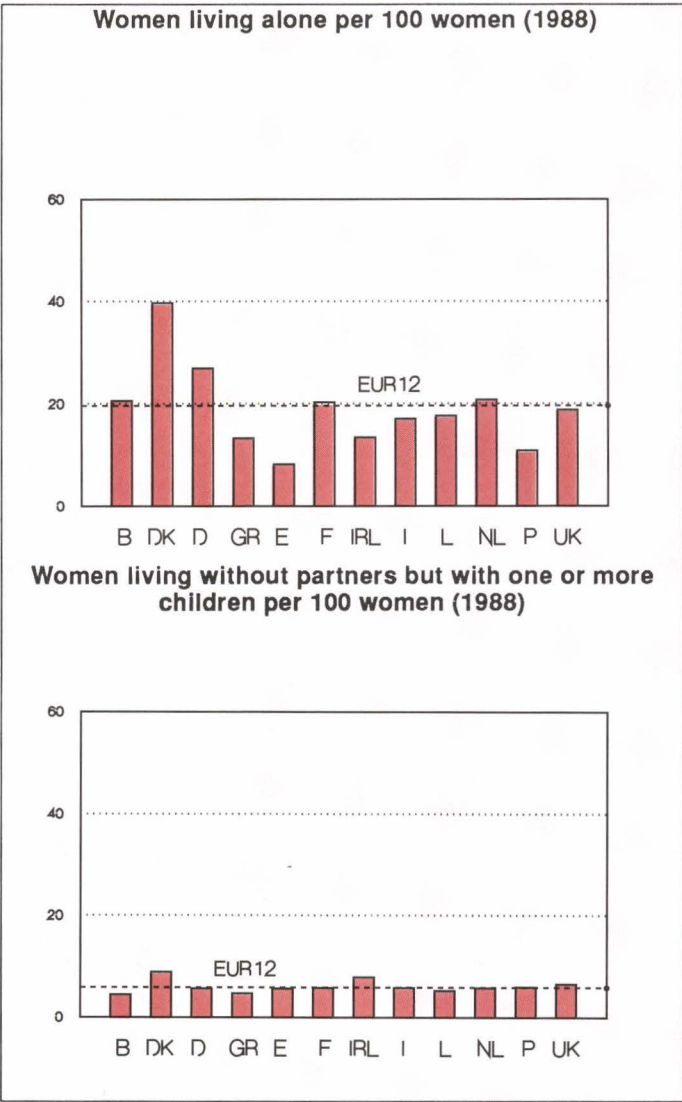
	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Total	25,1	48,6	32,7	18,0	13,9	26,1	21,4	22,9	23,0	26,6	16,9	25,4	25,5
Without child	20,6	39,7	27,0	13,3	8,2	20,3	13,5	17,1	17,7	20,8	10,9	18,8	19,6
With child(ren)	4,5	8,9	5,7	4,7	5,7	5,8	7,9	5,8	5,3	5,8	6,0	6,6	5,9

Women with and without children

In almost every country, more than 40% of women who are not attached to another household live as part of a couple with children.

Here we consider only the population of women who are heads of a household or spouses of a head of household (cf. note 1). The two tables divide this population into four categories: women living alone, with a spouse, with children and without children. The elements of a comparison with the male population are included to the left; to the right are details of whether or not a third party is present in the household. The graphs compare the percentage of women per country in a given category with the line indicating the EUR12 average. The partial values of the four graphs provide the total for the 100% population (but again see note 1).

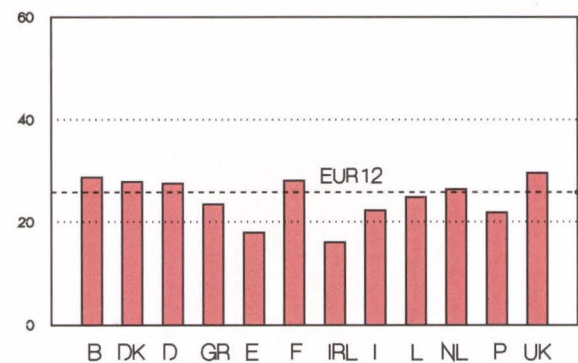
It will be seen that the proportion of women living alone without children is very small in Spain, Portugal, Greece and Ireland but relatively high in



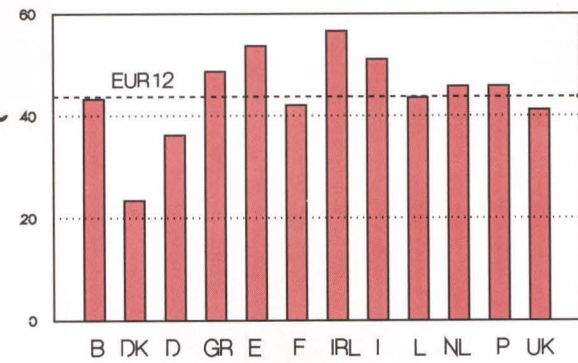
Women living as part of a couple per 100 women¹ (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Total	73,5	51,4	65,7	79,5	81,9	72,0	76,7	75,8	73,7	72,8	77,3	72,7	72,5
Without child	28,8	27,9	27,6	23,5	18,0	28,1	16,1	22,3	24,9	26,4	21,9	29,6	25,8
With child(ren)	44,7	23,5	38,1	56,0	63,9	43,9	60,6	53,5	48,8	46,4	55,4	43,1	46,7
– no 3rd party	43,3	23,5	36,3	48,7	53,7	42,1	56,6	51,1	43,6	45,8	45,9	41,2	43,7
– 3rd party present	1,4	0,0	1,8	7,3	10,2	1,8	4,0	2,4	5,2	0,6	9,5	1,9	3,0

Women living with partners but without children per 100 women (1988)



Women living with partners and with one or more children per 100 women (1988)



Germany. Unfortunately, no comparison with Denmark is possible, since young women over the age of majority are regarded there as living alone if they live with their parents. In Ireland, the UK and Denmark, on the other hand, the proportion of women living alone with children is above average for the Community.

On average, almost 26% of women in the Community live as part of a couple without (or no longer with) children in the household. The percentages are, by comparison, very small in Spain and Ireland and fairly small in Portugal, Italy and Greece.

The table shows that the percentage of households with resident third parties able to help look after children is relatively high in Spain, Portugal and Greece.

Distribution (%) of women by the number of their dependent children aged under 20 ² (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
0 children	58,7	60,6	64,8	58,0	57,6	56,1	51,8	59,1	61,0	58,3	58,3	55,9	58,9
1 child	18,4	18,3	18,5	15,6	15,8	18,1	11,7	20,3	19,2	15,3	17,4	17,0	17,9
2 children	15,8	17,0	12,6	20,3	16,6	16,7	14,7	15,8	14,6	18,8	16,1	18,9	16,2
3 or more children	7,1	4,2	4,2	6,0	10,0	9,1	21,8	4,8	5,2	7,5	8,2	8,2	7,1

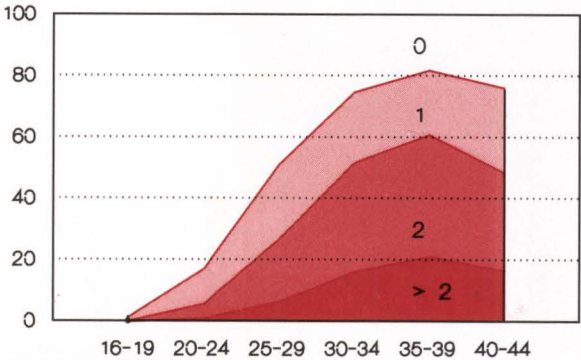
Dependent children and age of the mother

In almost all countries; 80% of women aged 35-39 have dependent children, but the distribution by number of children varies widely from country to country. The differences are greater still in the younger age groups.

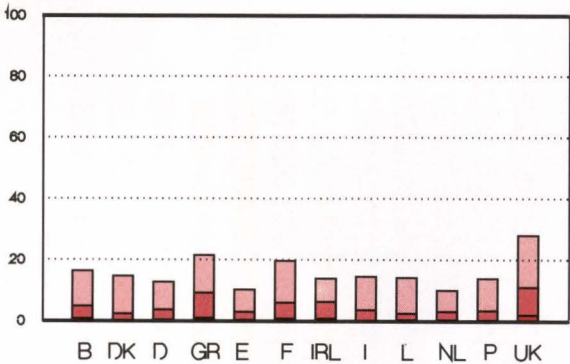
As well as presenting information, the two tables clearly demonstrate the type of approach taken here and in the next section. On the left are the percentages of women in each country with one, two and more than two dependent children. Since these averages do not adequately reflect reality, however, the distribution is then specified for women of a given age - 35-39, as in the right-hand table.

The top graph gives a detailed profile of the whole Community in the form of a cross-section. The subsequent bar graphs refer to three successive age groups. In all four graphs, mothers of three children or more appear at the base, followed by

Distribution (%) of women by age and number of children (EUR 12 excluding Denmark, 1988)



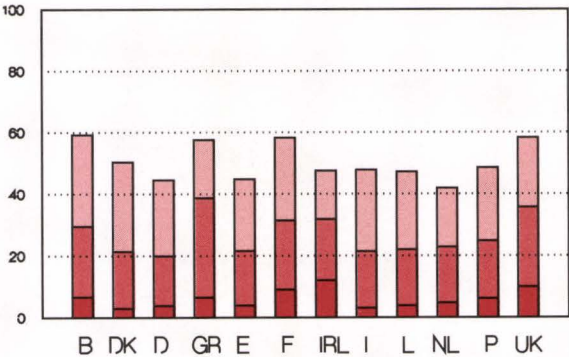
Women aged 20-24 by number of children (%) (1988)



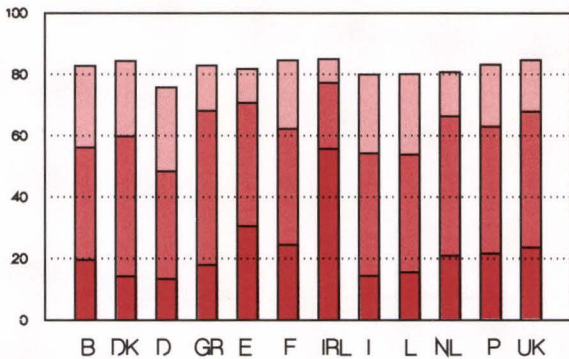
Distribution (%) of women aged 35-39 by the number of their dependent children aged under 20² (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
0 children	17,3	15,6	24,2	17,1	18,1	15,4	15,0	20,0	19,9	19,3	16,9	15,3	18,5
1 child	26,6	24,6	27,4	14,7	11,0	22,4	7,7	25,7	26,2	14,3	20,2	16,8	21,0
2 children	36,6	45,5	34,9	50,2	40,2	37,7	21,5	39,9	38,2	45,5	41,3	44,3	39,7
3 or more children	19,6	14,3	13,5	18,0	30,6	24,5	55,8	14,4	15,7	20,9	21,7	23,6	20,8

Women aged 25-29 by number of children (%) (1988)



Women aged 35-39 by number of children (%) (1988)



mothers of two and finally mothers of a single child; the space at the top denotes women without children.

It emerges that many women in the United Kingdom, Greece and France already have children by the time they are 20-24. Of those aged 25-29, 40-60% have children, depending on the country, with the highest rates and also the highest percentages of women with three or more children in France, the UK and Belgium.

For women aged 35-39 (the age at which the probability of having dependent children is highest), the total proportion of mothers is around 80% (except in Germany), but their distribution by the number of their children is highly variable: more third and later children in Spain, France, the UK, Portugal, the Netherlands and above all Ireland. At the other end of the scale, "only children" are relatively common in Germany, Belgium, Luxembourg and Italy.

Distribution (%) of women by the age of the youngest dependent child aged under 20 ³ (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Without children	58,7	60,5	64,8	58,0	57,6	56,1	51,8	59,1	61,0	58,3	58,3	55,9	58,9
0- 4 years	14,0	13,3	11,1	11,6	11,8	15,8	20,9	11,2	13,3	14,4	10,2	17,5	13,4
5- 9 years	9,6	9,4	7,6	11,0	11,3	10,5	11,8	9,3	9,4	8,3	10,9	9,3	9,4
10-14 years	8,7	10,6	6,9	10,3	10,4	8,8	8,6	9,7	7,5	8,6	11,4	8,2	8,8
15-19 years	9,0	6,2	9,6	9,2	9,0	8,8	7,0	10,7	8,7	10,3	9,2	9,2	9,5

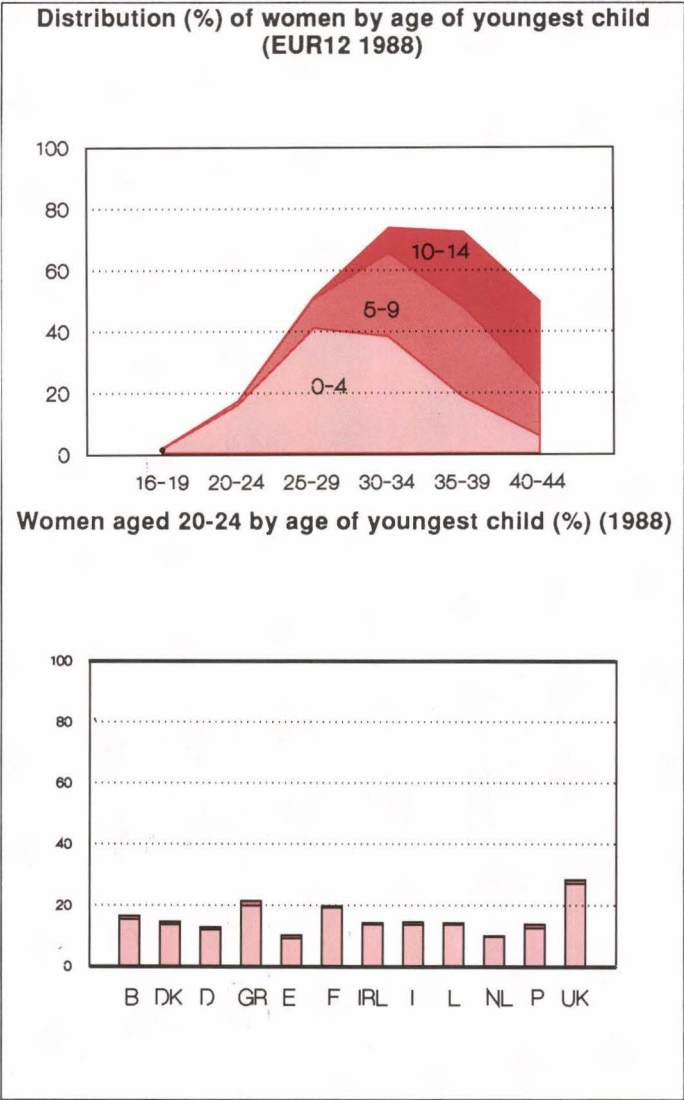
Age of youngest child

Depending on the country, 33-50% of women aged 25-29 have children under five.

These data are analysed and presented as in the last section: distribution of mothers of all ages according to the age of the youngest child (left-hand table); focus on a specific age group (35-39 years).

In the first graph and the bar graphs, the base indicates youngest children aged under five, the next area those aged five to under ten and the third those aged ten to under fifteen; the remaining space denotes women without children under fifteen.

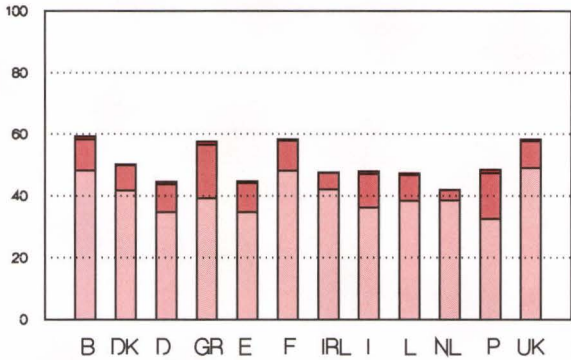
Analysis by country reveals a varied distribution of youngest children under five: evidently, virtually every woman aged 20-24 who has children has one under five (with the highest percentages in the UK and France); the presence of children under five varies greatly in the 25-29 age group, where they are most numerous in France, the UK and Belgium.



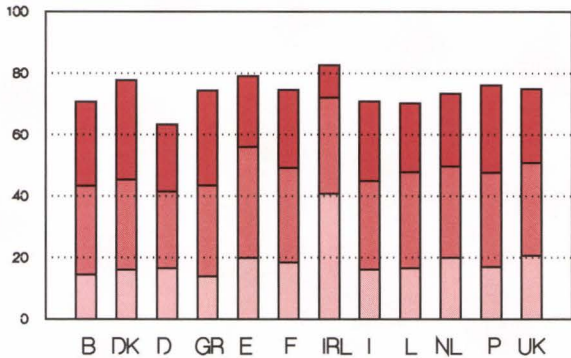
Distribution (%) of women aged 35-39 by the age of the youngest dependent child aged under 20 ³ (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Without children	17,3	15,6	24,2	17,1	18,1	15,4	15,0	20,0	19,9	19,3	16,9	15,3	18,5
0- 4 years	14,5	16,1	16,6	13,9	19,9	18,5	40,8	16,2	16,6	20,0	17,0	20,7	18,2
5- 9 years	28,8	29,3	24,9	29,6	36,1	30,7	31,3	28,7	31,2	29,7	30,6	30,3	29,6
10-14 years	27,5	32,4	21,9	30,9	23,1	25,5	10,6	26,0	22,5	23,8	28,6	24,1	24,6
15-19 years	11,9	6,6	12,4	8,5	2,8	9,9	2,3	9,1	9,8	7,2	6,9	9,6	9,1

Women aged 25-29 by age of youngest child (%) (1988)



Women aged 35-39 by age of youngest child (%) (1988)



The percentage of women aged 35-39 who have a child under five is far higher in Ireland and higher in the UK, the Netherlands and Spain than elsewhere, the reasons being late births, long gaps between children or a tendency to have large families.

Proportions (%) of married persons aged 15-35 in 1988 :

Women - - - - -
Men ————

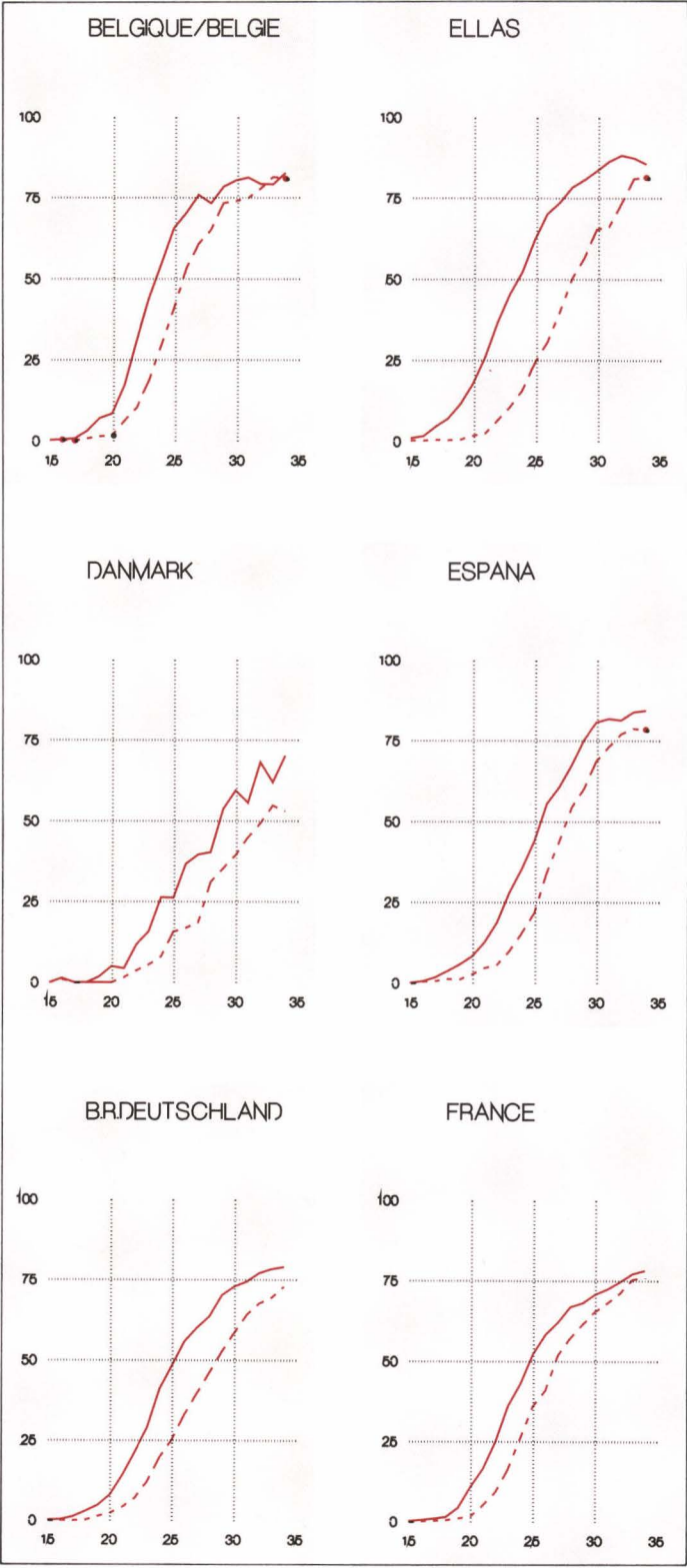
Proportion of married persons aged 15-35

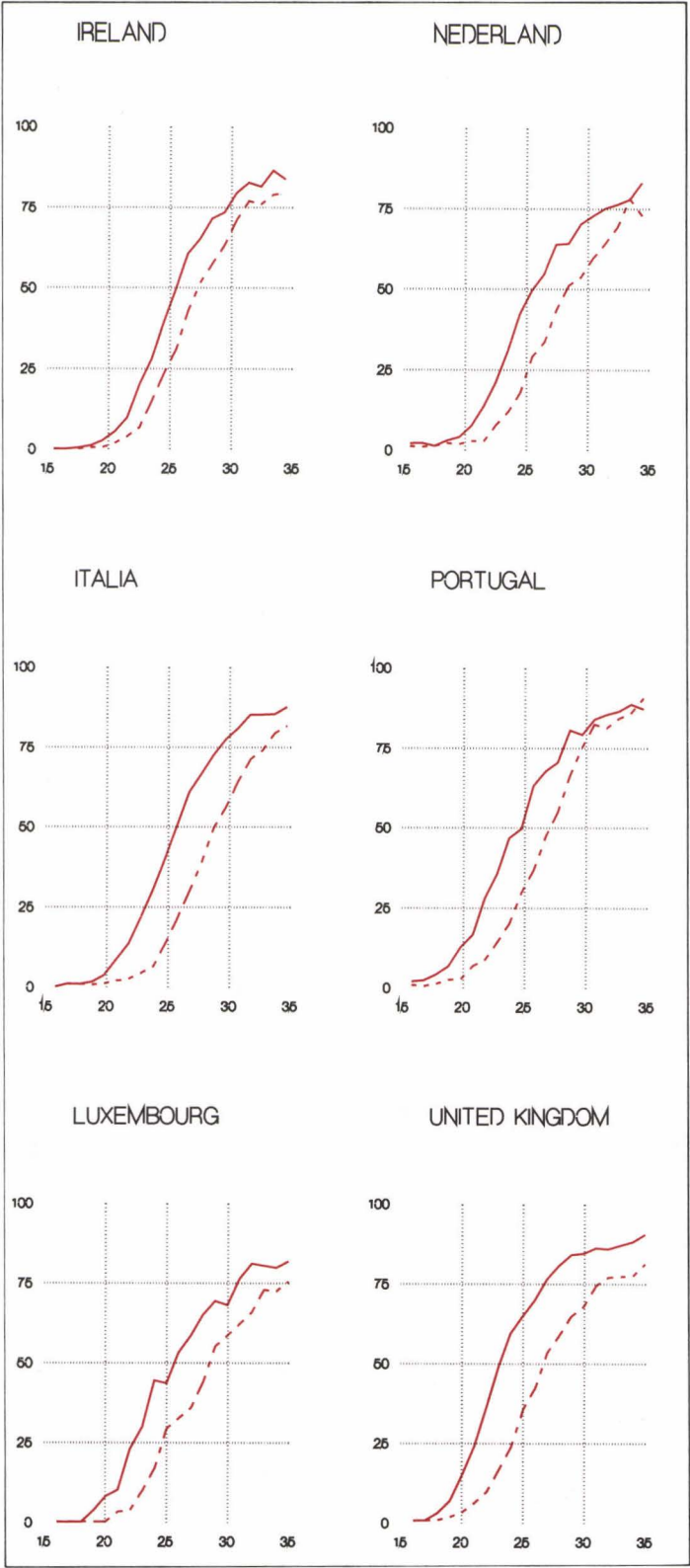
Variations in women's ages and in the age gap between the sexes at the time of marriage.

The graphs opposite show, for each Member State, the percentages of women and men of each year of age who are already married. The curves are not lines of trend, but represent the situation in a given year, which explains why they do not show a continuous increase.

Each graph can be analysed in three ways: by considering the median age at marriage, i.e. the age at which 50% of the individuals concerned were married; by noting, for each country, the percentages of women aged 20 already married and women aged 35 who are not yet married; and by measuring the gap between the median ages of men and women at the time of marriage.

The median age of women at the time of marriage is fairly similar in most Member States of the Community, at around 24-25. By the age of 35, more than 80% of women are married in the southern European coun-





tries and in the UK; in Germany, France and the Netherlands, on the other hand, the proportion is only three-quarters.

Two countries stand out from the rest. There is a very strong tendency for women to marry young in the UK: over a quarter of women are married by the age of 20, 50% by 22 and over 80% by the time they are 35. The curve for females is thus highly significant in this respect, showing an early, continuous and steep increase.

At the other end of the scale, the curve for Denmark rises far less sharply. Over a quarter of women are not yet married at 35 and the median age of women at the time of marriage is 29. The tendency to marry late is very marked among Danish women.

The gap between the median ages of men and women at the time of marriage ranges from two years (France and Ireland, for example) to four years (Greece and the UK). This gives a rough idea of the age difference in couples.

Number of marriages per 1000 inhabitants and average age of women at the time of their first marriage⁴ (1977 et 1989)

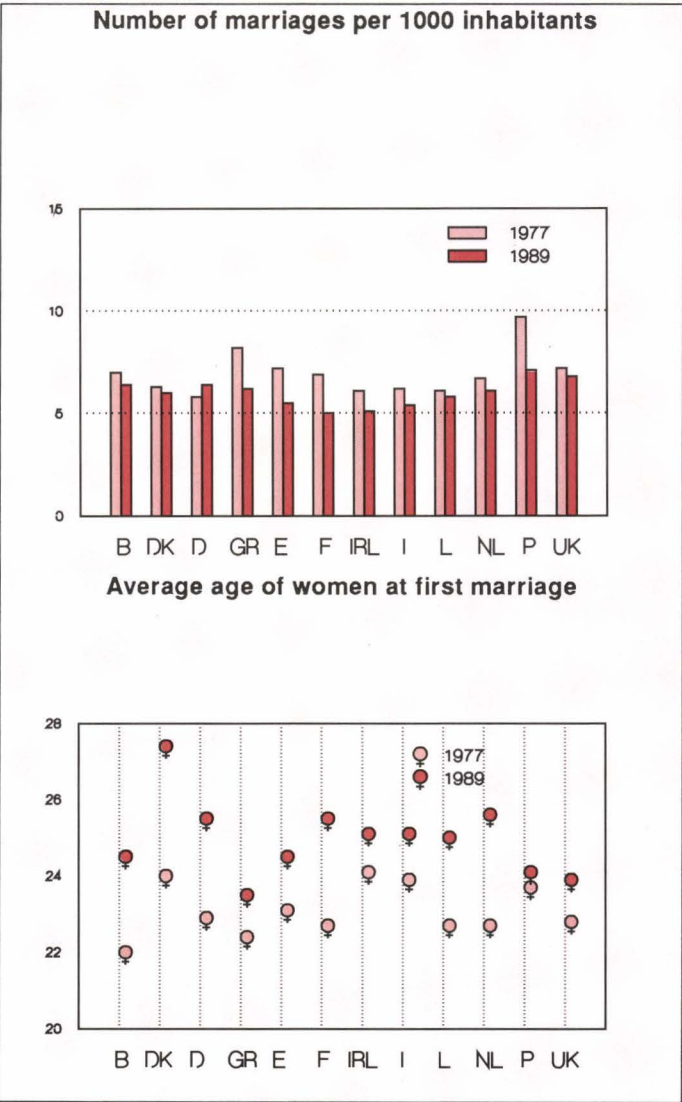
	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Number of marriages	1977	7,0	6,3	5,8	8,2	7,2	6,9	6,1	6,2	6,1	6,7	9,7	7,2
	1989	6,4	6,0	6,4	6,2	5,5	5,0	5,1	5,4	5,8	6,1	7,1	6,8
Age at first marriage	1977	22,0	24,0	22,9	22,4	23,1	22,7	24,1	23,9	22,7	22,7	23,7	22,8
	1989	24,5	27,4	25,5	23,5	24,5	25,5	25,1	25,1	25,0	25,6	24,1	23,9

Marriage and divorce

A trend towards more uniform marriage rates in the Community. Women are marrying later in life. Increase in divorce but also in remarriage rates.

We compare 1977 with 1989, not only to obtain data on the current situation but also to establish trends in marriage, divorce and remarriage. The graph in the bottom left-hand corner shows clearly that the average age of women at the time of their first marriage is steadily increasing: the Community average was roughly 23 years of age in 1977; by 1989 it was nearly 25. The variation over twelve years is more than three years in Denmark and two years in the Netherlands, France, the Federal Republic of Germany, Belgium and Luxembourg. In Portugal the average age of women on marriage has increased only marginally.

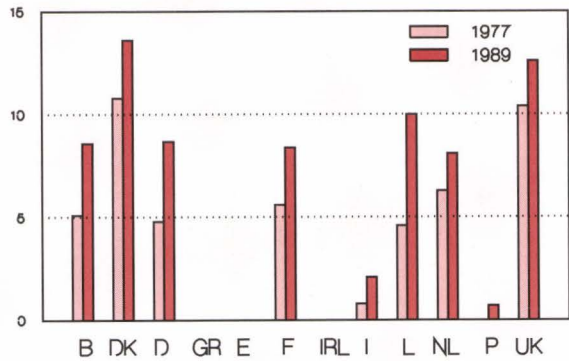
The other graphs give a general picture of the differences and similarities between Member States in marriage and divorce rates over a twelve-year period. Numbers of marriages per 1000 inhabitants declined everywhere except in Germany dur-



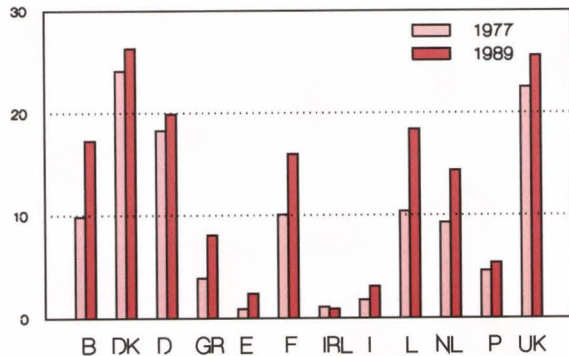
Divorces per 1000 married couples and remarriages per 100 marriages⁵ (1977 and 1989)

		B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Divorces/1000 couples	1977	5,1	10,8	4,8	:	:	5,6	—	0,8	4,6	6,3	:	10,4	:
	1989	8,6	13,6	8,7	:	:	8,4	—	2,1	10,0	8,1	:	12,6	:
Remarriages/100 marriages	1977	9,9	24,1	18,3	3,9	0,9	10,1	1,1	1,8	10,4	9,3	4,6	22,5	:
	1989	17,3	26,3	19,9	8,1	2,4	16,0	0,9	3,1	18,4	14,4	5,4	25,6	14,5

Number of divorces per 1000 married couples



Number of remarriages per 100 marriages



ing the twelve years in question, but the differences between countries tended to diminish; Portugal and the UK remain at a high level while rates in France have fallen to a new low.

Divorce rates are particularly high in Denmark and the UK and, of those countries for which data are available, very low in Italy, even though they have doubled both here and in Luxembourg and increased significantly in Germany, Belgium and France.

		B	DK	D	GR	E
Type of household in 1987 (thousands)						
– single woman		669,2	822,5	5 985,0	403,3	835,4
– single man		399,1	871,4	3 265,2	174,2	293,9
– single woman with child(ren)		147,9	183,8	1 254,5	141,8	584,7
– single man with child(ren)		32,4	21,1	211,7	25,9	107,9
– single woman, child(ren), third party		12,5	:	150,0	24,8	223,7
– single man, child(ren), third party		10,4	:	62,0	10,2	74,0
– couple without children		937,6	577,3	6 129,7	712,1	1 834,2
– couple without children, third party		33,0	:	188,2	48,0	208,2
– couple with child(ren)		1 408,6	486,3	8 054,2	1 472,6	5 473,0
– couple, children, third party		:	:	408,5	221,3	1 036,3
– other household		175,4	:	1 187,0	112,4	425,7
total		3 872,2	2 962,5	26 896,2	3 346,7	11 097,0
Women aged 25-29 by number of children (%) in 1988						
– unknown		12,0	:	18,8	27,8	44,3
– 0 children		28,7	49,6	36,6	14,6	10,9
– 1 child		29,7	29,0	24,6	18,9	23,2
– 2 children		22,9	18,4	16,1	32,1	17,6
– 3 or more		6,7	3,0	3,9	6,6	4,0
Women aged 30-34 by number of children (%) in 1988						
– unknown		4,6	:	7,4	12,5	19,3
– 0 children		16,4	19,5	24,3	10,3	6,3
– 1 child		25,8	25,0	27,5	15,9	19,9
– 2 children		36,4	44,7	30,8	46,2	38,3
– 3 or more		16,8	10,8	10,0	15,1	16,2
Women aged 25-29 by age of youngest child (%) in 1988						
– 0-4 years		48,3	41,8	34,8	39,2	34,8
– 5-9 years		10,0	8,2	9,0	17,4	9,4
– 10-14 years		1,0	0,3	0,8	1,0	0,6
Women aged 30-34 by age of youngest child (%) in 1988						
– 0-4 years		36,6	43,0	33,8	30,5	39,6
– 5-9 years		31,6	28,0	24,1	34,5	29,1
– 10-14 years		9,8	8,9	9,2	11,3	5,4
Percentages of individuals married in 1988						
– at 25 years	F	65,5	26,1	48,3	62,0	43,8
	M	40,8	15,6	25,2	24,1	21,4
– at 30 years	F	80,3	59,3	72,8	83,0	80,4
	M	73,9	39,3	58,4	65,1	68,4

	F	IRL	I	L	NL	P	UK	EUR12
	3 757,4 2 015,3	115,7 93,3	3 155,0 1 599,7	20,3 11,2	967,0 627,3	319,1 115,2	3 492,3 2 012,0	20 544,3 11 477,9
	1 068,3 154,9	68,0 12,7	1 061,9 267,6	6,1 1,3	270,4 45,9	176,9 31,5	1 231,2 260,3	6 195,6 1 173,2
	115,9 46,6	10,2 4,4	102,3 76,9	1,6 0,7	10,1 44,2	87,3 21,5	162,6 102,1	900,9 453,0
	5 182,0 225,4	138,4 6,1	4 123,1 154,2	28,6 2,1	1 213,1 15,1	639,3 81,9	5 502,9 173,2	27 036,4 1 135,6
	7 778,9 336,4	485,9 34,1	9 432,4 436,3	50,1 5,9	2 135,4 28,5	1 342,6 278,3	7 663,4 355,4	45 783,4 3 186,9
	595,5	76,8	521,8	7,5	396,3	107,5	1 187,7	4 793,6
	21 276,4	1 045,6	20 931,2	135,5	5 773,4	3 201,1	22 143,1	122 680,8
	11,9 29,8	29,3 23,1	33,1 19,0	27,0 25,7	23,8 34,2	43,8 7,6	14,3 27,4	23,2 25,8
	26,8 22,4 9,1	15,7 19,8 12,1	26,4 18,3 3,2	25,3 18,1 3,9	19,1 18,1 4,8	23,7 18,7 6,2	22,6 25,7 10,0	24,4 20,4 6,2
	5,4 15,8	11,9 13,1	11,6 17,0	10,8 19,0	9,5 19,5	20,2 5,7	6,0 15,6	9,4 16,2
	22,1 35,3 21,4	13,4 26,1 35,5	27,7 33,8 9,9	28,7 30,2 11,3	18,0 36,3 16,7	22,7 36,4 15,0	18,3 39,3 20,8	22,9 35,6 15,9]
	48,2 9,7 0,4	42,1 5,4 0,1	36,3 10,9 0,8	38,4 8,4 0,5	38,5 3,4 0,1	32,7 14,7 1,1	49,1 8,6 0,6	40,8 9,5 0,6
	41,1 28,9 7,9	55,9 16,5 2,5	33,1 28,1 9,5	37,6 24,3 7,3	45,5 20,2 5,0	29,0 32,0 12,3	44,2 25,5 7,5	38,3 27,1 8,2
	52,1 35,9	49,2 30,5	50,1 21,3	52,9 32,3	48,8 28,3	62,3 36,0	68,9 41,3	65,4 29,7
	70,5 65,2	79,1 70,8	80,6 64,0	75,9 61,8	71,8 58,6	83,0 81,4	85,1 73,3	54,5 78,3

NOTES

- ¹ The percentage of women living alone or as part of a couple is calculated as a proportion of the total number of women who are heads of a household (including single-person households) or spouses of a head of household. Women living in a different household (daughters, relatives etc.) are not therefore included in these figures.
The totals of the two tables do not add up to 100%, on account of the existence of other types of household (collective households, colleges, barracks etc.).
In Denmark, the distinction between members of the household and third parties is not made. All figures therefore correspond to the total "with third parties" and "without third parties".
- ² In Denmark, children over the age of majority living in the household are excluded from this category.
- ³ The percentage of women with 0 children shown here is a slight over-estimate of the real figure; the information available tends to include, for example, daughters or other female relatives of the head of household, the great majority of whom have no dependent children, in the figures for women without children. The two categories are shown separately in the additional statistics under the headings "unknown" and "0 children".
In the tables showing the age group of the youngest child, the heading "without children" is equivalent to the heading "0 children" on the preceding double page.
- ⁴ Average age on first marriage: 1989 except D (1988), E (1986), IRL (1988) and I (1988).
- ⁵ Divorces per 1000 married couples: 1989 except D (1988) and UK (1987). Remarriages per 100 marriages: 1989 except D (1988), E (1986), IRL (1988) and I (1988).

FURTHER READING:

Marie-Laurence Delacourt and Jacques A. Zighera

Women's work and family composition: A comparison of the countries of the EEC
CEC, No V/1795/88-EN, September 1988. 60 pp.

F. Deven and R.L. Cliquet (Eds)

One-parent Families in Europe: Trends, Experiences, Implications

Proceedings of the CBGS International Workshop on One-parent Families, Brussels, 8-10 October 1985

The Hague: Netherlands Interuniversity Demographic Institute; Brussels: Population and Family Study Centre, 1986, 365 pp.

EUROSTAT 1990

Demographic Statistics

Theme 3: Population and social conditions

Series C: Accounts, surveys and statistics

Patrick Festy

Le divorce, la séparation judiciaire et le remariage. Evolution récente dans les états membres du Conseil de l'Europe

Council of Europe, Strasbourg 1985, 70 pp.

Nico Keilman

Recent Trends in Family and Household Composition in Europe

Revue Européenne de démographie No 3/4, 1987, pp. 297-326

Jo Roll

Lone-parent families in the European Community. Final report.

CEC, 1989, No V/545/89. 110 pp.

Richard Wall

Leaving Home and Living Alone: An Historical Perspective

Population Studies No 3, 1989, pp. 369-390

CHAPTER IV: SOCIAL PROTECTION

Expenditure on maternity and family allowances	46-47
Level of child benefit	48-49
Notes	50

The whole of this chapter is concerned with the benefits granted under the heading of social protection, with special reference to the level of expenditure on maternity and family allowances and the amounts of child benefit.

Where social protection is concerned, European unity has still to be achieved. Each Member State has its own regulations and the systems governing expenditure on maternity and family allowances are extremely varied. Whether such expenditure is measured in terms of the wealth of the country concerned or in terms of the potential recipients, there are still gross discrepancies between one country and the next.

Expenditure in terms of the wealth of the country can be measured by calculating the value of benefits as a percentage of GDP.

If benefits are calculated in PPS (purchasing power standards) per potential recipient, however, the amounts received by beneficiaries in the different countries can be compared - a procedure not possible with the method described above.

Child benefit differs considerably between Member States, which can be divided into two categories: those where benefits increase for each successive child and those in which they remain the same whatever the child's parity.

Lastly, some information is given on the length of maternity leave and the levels of the associated compensatory pay.

Percentages of GDP allocated to social protection and maternity and family allowances¹ (1988)

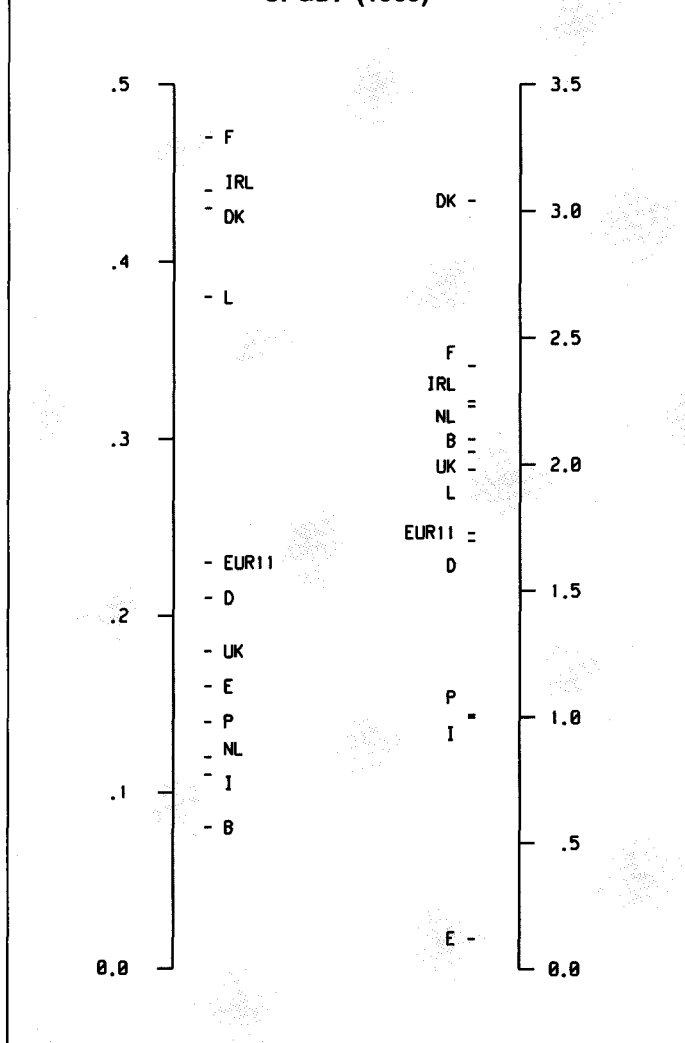
	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Social protection	28,7	28,5	28,1	:	18,1	28,3	22,6	22,9	26,8	30,7	17,0	23,6	25,6
of which													
maternity/family	2,18	3,47	1,91	:	0,28	2,86	2,69	1,11	2,36	2,35	1,15	2,23	1,96
- maternity	0,08	0,43	0,21	:	0,16	0,47	0,44	0,11	0,38	0,12	0,14	0,18	0,23
- family	2,10	3,04	1,70	:	0,12	2,39	2,25	1,00	1,98	2,23	1,01	2,05	1,73

Expenditure on maternity and family allowances

Wide diversity in maternity and family allowances, with groups of Member States emerging.

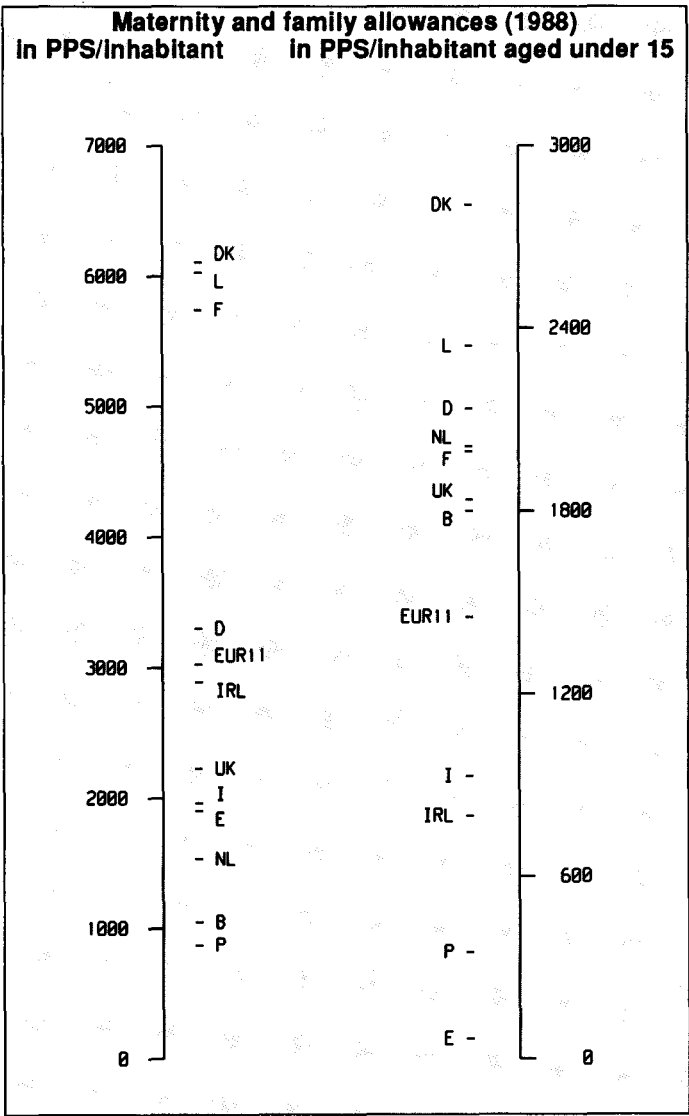
If benefits are calculated as percentages of GDP, the discrepancies between countries and their distribution are far more obvious if the calculation includes maternity and family allowances only, not social benefits as a whole. Where maternity allowances are concerned, two groups emerge clearly from the scale opposite: France, Ireland, Denmark and Luxembourg make payments well in excess of the Community average, with Germany slightly below this level and the remaining countries well below it. With family allowances, on the other hand, a large cluster of countries pay amounts around or a little above the average: Denmark ends up at the top and Portugal and Spain at the bottom of the list. Overall, maternity allowances amount to seven times less than family allowances.

Maternity benefits and family allowances as percentages of GDP (1988)



Maternity/family allowances in Purchasing Power Standards (PPS)^{2 3} (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Maternity/family per inhabitant	342	560	346	:	34	486	270	185	465	389	87	377	305
Maternity per birth	1049	6106	3300	:	1904	5740	2891	1965	6029	1536	871	2228	3027
Family per inhabitant < 15 years	1800	2805	2135	:	66	1995	799	929	2341	2012	350	1837	1451



If one looks at the figures from a potential beneficiary's point of view, the picture is different. Since the official exchange rates do not reflect real purchasing power, the amounts per potential recipient were calculated in purchasing power standards for maternity allowances per birth and for child benefit per inhabitant aged under 15.

Where expenditure on family allowances is concerned, most Member States are in a narrow band around 2 000 units. Italy and Ireland pay less than half this amount and Portugal and Spain less still.

Amounts paid as child benefit by parity of child in Purchasing Power Standards (PPS)³ (1986)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
1st child	60,1	47,0	25,1	12,2	3,2	—	24,5	:	52,1	37,9	18,1	65,6	—
2nd child	111,2	47,0	50,2	41,9	3,2	94,2	24,5	:	106,7	47,0	18,1	65,6	—
3rd child	166,0	47,0	110,4	91,5	3,2	120,7	24,5	:	190,6	50,4	18,1	65,6	—
Subsequent children	166,0	47,0	120,5	105,8	3,2	120,7	24,5	:	156,3	55,0	18,1	65,6	—

Level of child benefit

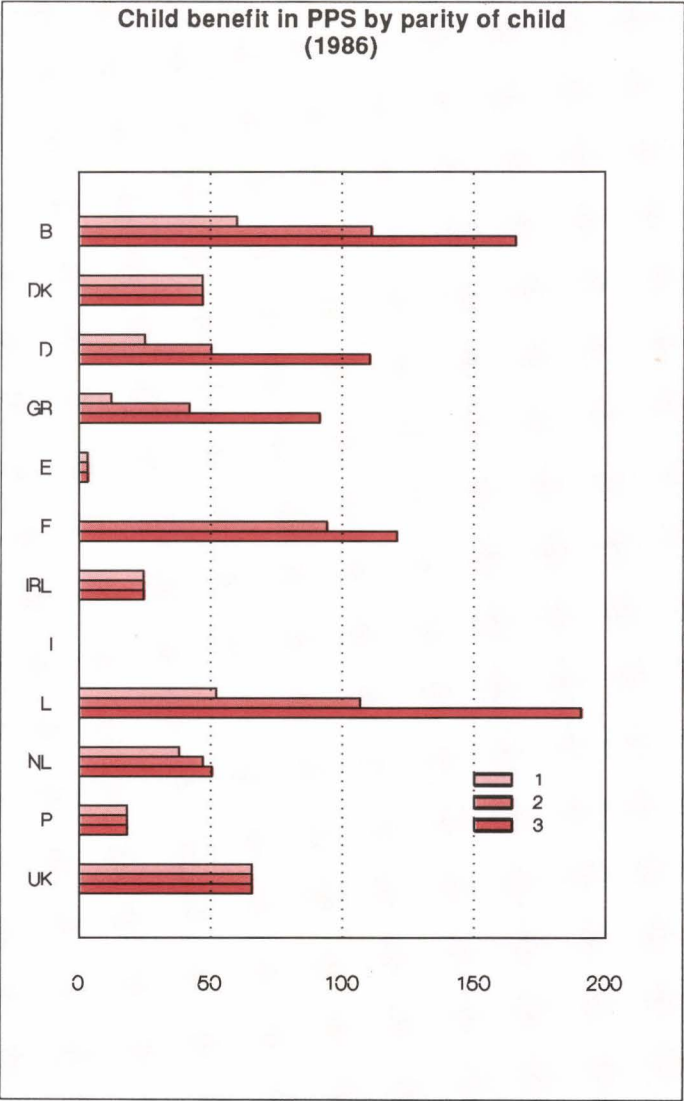
Gross discrepancies in amounts and criteria across the Community. More consistency in the length of maternity leave.

Amounts paid as child benefit vary widely both from country to country and within each country as a function of the parity of the child and other criteria. Some countries, such as Belgium, Luxembourg, France (which pays no benefit for the first child), Germany and Greece, concentrate their child benefit on later children. This is clearly illustrated in the contrasting lengths of the bars of some individual countries in the graph opposite.

In Denmark, the UK, Ireland, Italy, Portugal, the Netherlands (where the difference according to rank order is minimal) and Spain, on the other hand, child benefit disregards the parity of the child.

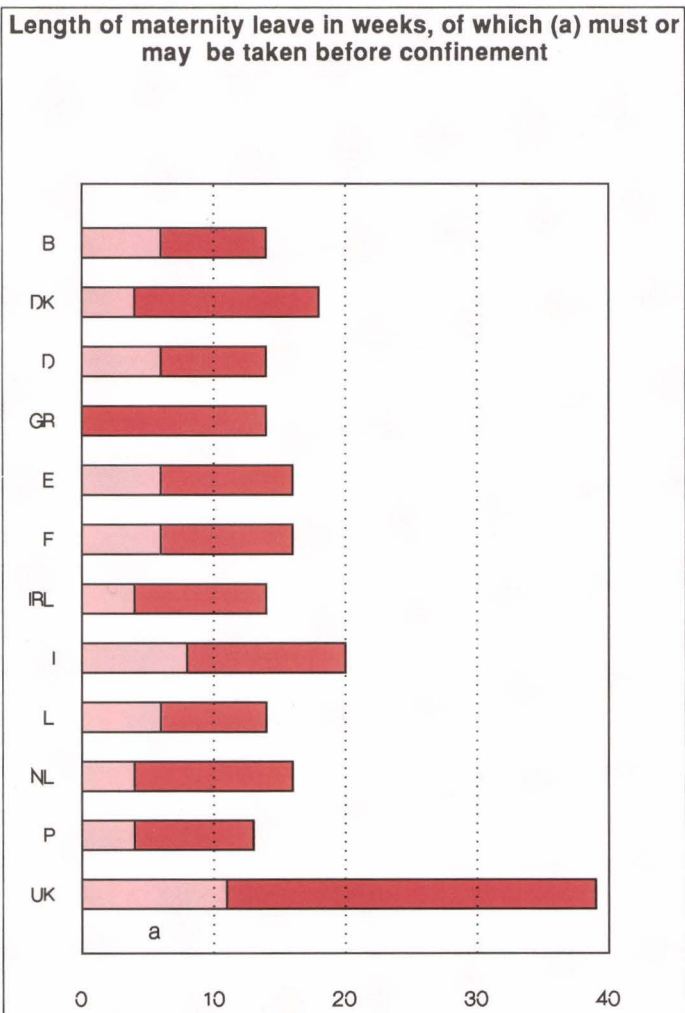
In both groups the amounts paid for later children differ widely.

Lastly, this page also shows the duration of maternity leave in weeks and, in the table only, the rate of compensatory pay. In



Duration of maternity leave in weeks and percentage of wage or salary paid in compensation⁴

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Length of leave	14	18	14	14	16	16	14	20	14	16	13	40	—
- of which before confinement	6	4	6	—	6	6	4	8	6	4-6	4	11	—
Compensatory pay	82	90	100	100	75	84	70	80	100	100	100	90	—
	75	—	—	—	—	—	—	—	—	—	—	lump sum	—
	—	—	—	—	—	—	—	—	—	—	—	0	—



most countries maternity leave is 14-16 weeks, but it is longer in Denmark and Italy and exceptionally long in the UK. In the Netherlands it is only twelve weeks. In Belgium and the UK the rate of compensatory pay diminishes with time.

NOTES

- ¹ Percentage of Gross Domestic Product (GDP) allocated to social protection in 1988, except B and UK (1987) and the corresponding EUR12 total.
- ² Maternity/family allowances in Purchasing Power Standards (PPS) in 1988, except B and UK (1987) and the corresponding EUR12 total.
- ³ Purchasing Power Standards (PPS): conversion to PPS is preferred here to conversion to ECU, since it provides comparability in terms of consumer prices.
Conversion table for 1988: 1 PPS = ... national currency units

B	BFR	35.611(1987)
DK	DKR	8.759
D	DM	1.893
GR	DR	92.875
E	PTA	81.995
F	FF	5.959
IRL	IRL	0.602
I	LIT	1 132.987
L	LFR	32.756
NL	HFL	1.842
P	ESC	77.691
UK	UKL	0.481(1987)
- ⁴ Sources: Women of Europe (series), *Child Care in the European Community*, CEC, No 31, August 1990.

FURTHER READING:

Conseil économique et social

Le statut matrimonial et ses conséquences juridiques, fiscales et sociales
Journal Officiel de la République Française, 1984, 86 pp.

Dépenses sociales 1960-1990
OECD, 1985

EUROSTAT 1990

Social Protection Expenditure and Receipts 1985-1988

Theme 3: Population and social conditions

Series C: Accounts, surveys and statistics

Evolution démographique et sécurité sociale

Quatrième conférence régionale européenne
ILO, 1978, p. 105

Catherine Mauge and Léon Taban

Démographie et politique familiale en Europe

Haut conseil de la population et de la famille

La Documentation Française, 1989, 71 pp.

Tableaux comparatifs des régimes de sécurité sociale applicables dans les Etats membres des Communautés Européennes
CEC, 15th edition, 1988, 127 pp.

Chapter V: CHILD CARE

Day-care and school systems	52-53
Pre-primary schooling according to age	54-55
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Since this chapter is devoted to child care, the data presented concern all young children and consequently public day nursery or kindergarten systems, pre-primary schooling and 1st-level schooling.

The extent of child care provided by the state differs from country to country. Public day nursery facilities are more widespread in some Member States than others, and further distinctions have to be made according to the age of the child: we divide the population into those aged under three and those aged three or over.

In most countries there is pre-primary schooling for children no longer in crèches or day nurseries but not yet in primary schools. Children enter full-time education at different ages in different Member States.

Moreover, even if there is pre-primary schooling, the extent of supervision varies: meals may or may not be provided and daily and weekly timetables differ. The wide range of provisions made cannot be summarized here; further information is available in the detailed studies listed in the notes at the end of this chapter.

This chapter describes the ways in which primary education is organized. Data on the ages at which schooling becomes compulsory, timetabling and holiday arrangements give an idea of how the system works in each country. Here, too, there is little uniformity in the Community.

This fifth chapter is far shorter than the preceding ones. The notes and references at the end are provided as a guide to further research.

Day-care and school systems

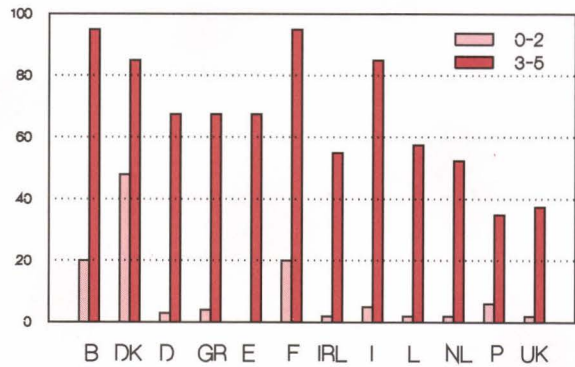
Specific arrangements made by countries for the care of small children and above all the organization of primary schools differ, but not to a serious extent.

The data in the first graph concern public day-care facilities (day nurseries, kindergartens, schools, etc.) for children aged under three and those aged between three and five. There are therefore two columns per country, each calculated on the basis of 100 children. The other two graphs illustrate certain aspects of primary education: on the left, the number of hours of schooling per day, with starting and finishing times; on the right, a table showing the ages at which compulsory schooling begins and a graph showing the length of holidays, with summer holidays to the left and other holidays to the right.

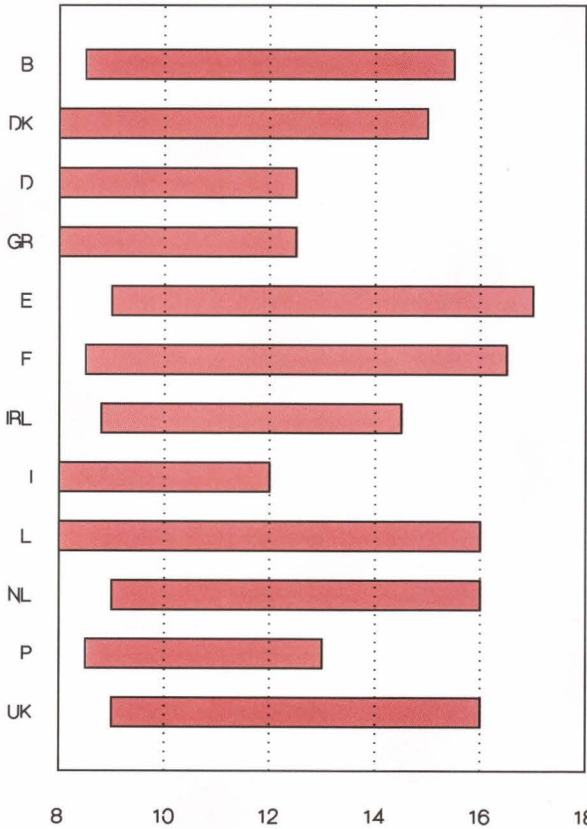
The graph on public day-care systems shows that such provision is in effect available for children under three only in Denmark, Belgium and France, and there only for some. Facilities for children aged between three and five are very scarce in Portugal and the UK and scarce in the Netherlands, Ireland and Luxembourg.

The timetables followed by children in primary education also differ widely, as shown in the lower left-hand graph: the length of the school day varies between eight hours in France, Spain and Luxembourg and four hours in Ireland, with a general emphasis on the morning.

Percentage of small children (aged 0-2 and 3-5) in public day care (1988)

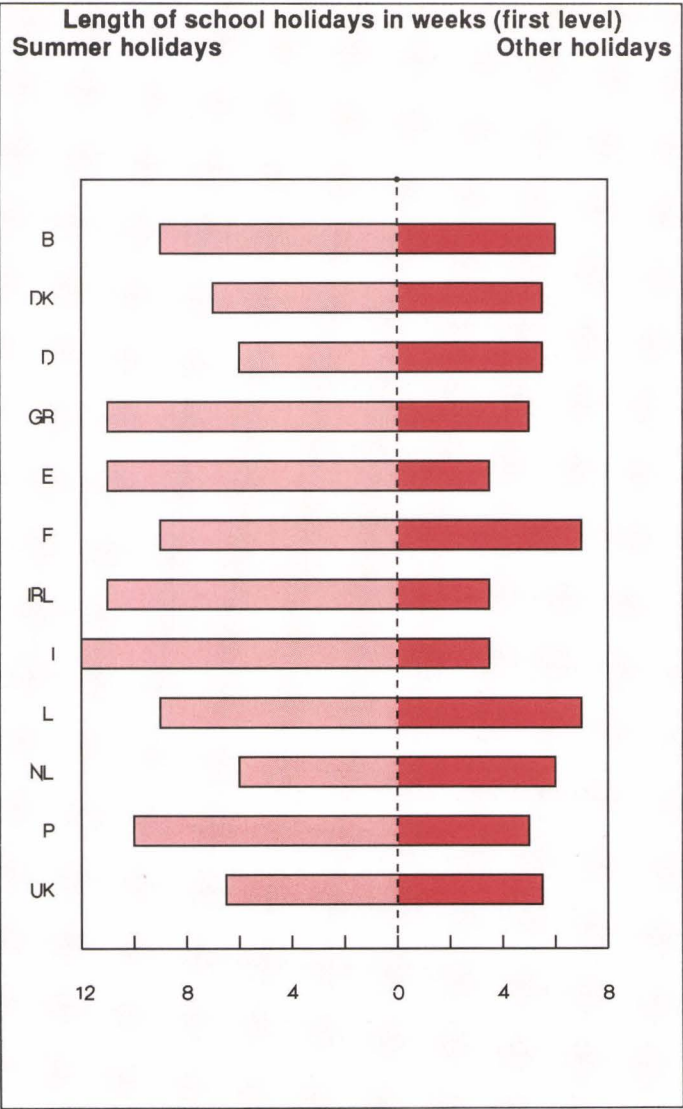


Length of school day (first level)



Ages for entering and leaving compulsory education (1989)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Beginning of compulsory education	6	7	6	5,5	6	6	6	6	5	5	6	5	—
End of 1st level	12	13	10	11,5	11	11	12	11	12	12	12	11	—
End of compulsory education	16	16	15	14,5	14	16	15	14	15	16	14	16	—
Part-time	18	—	18	—	16	—	—	—	—	17	—	—	—



Children in the Community enter primary school between the ages of five and seven and leave between ten and thirteen. Compulsory education lasts 14 to 16 years, depending on the country. The length and distribution of holidays also vary, with the shortest holidays in Germany and the longest in France, Greece and Luxembourg.

Pre-primary schooling according to age

Extreme disparity between Member States in the availability of pre-primary education.

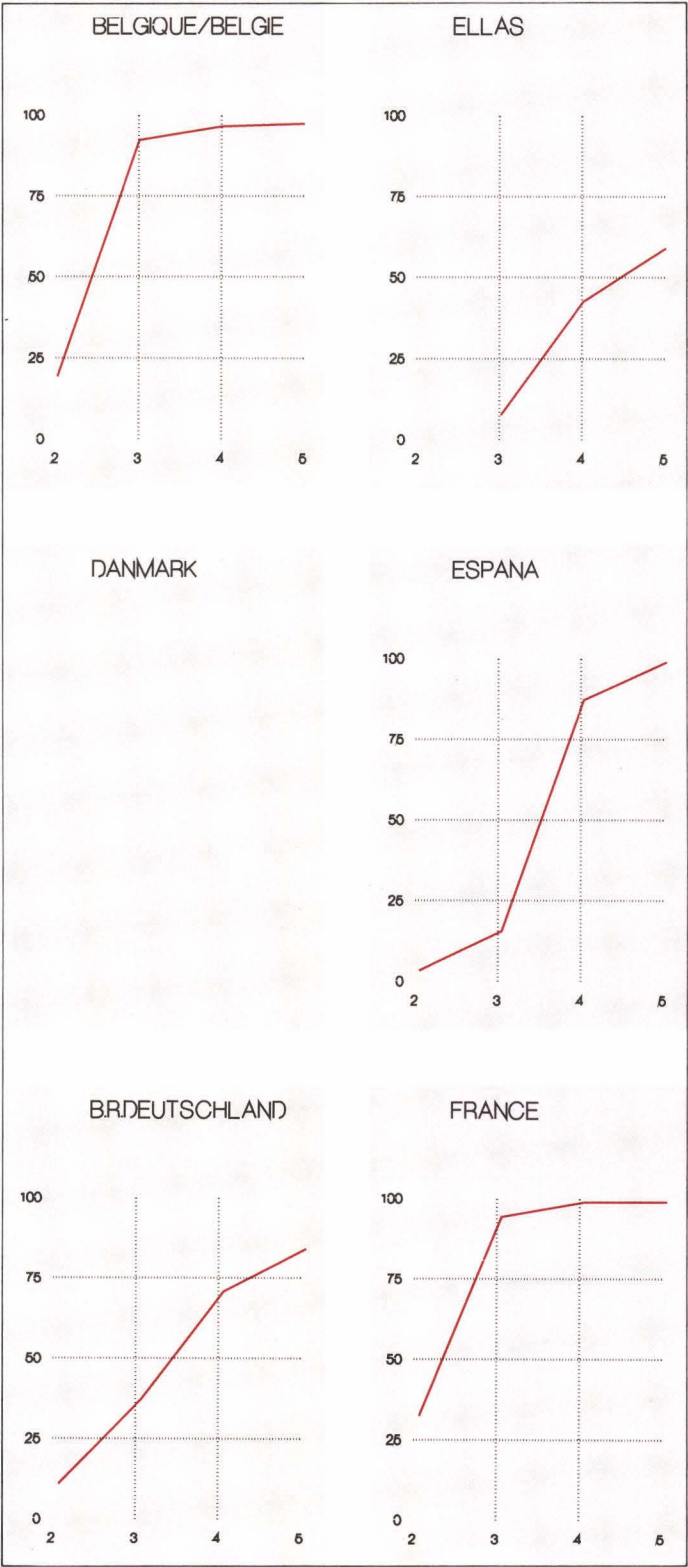
The graphs opposite show, for the eight Member States for which data were available (1986-87), the percentage of children (Y axis) aged between two and five (X axis) receiving pre-primary education.

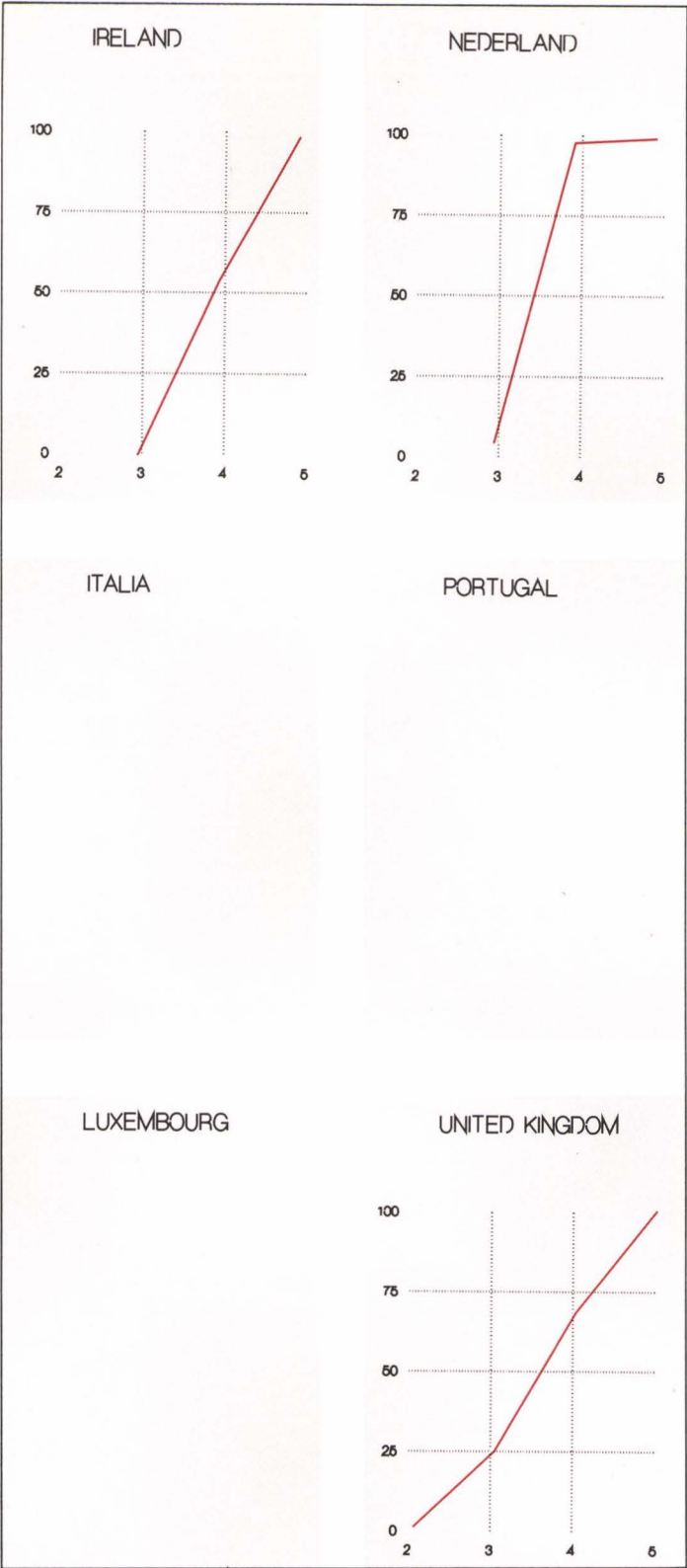
In addition to the differences revealed by the graphs, there are notable disparities from one country to the next in the provision or otherwise of supervision at lunchtime and for the whole or part of the working day (see the document referred to in the notes).

Pre-primary schooling fills the gap between public or private day-care facilities and compulsory primary schooling. Children are accepted in increasing numbers as they grow older. Pre-primary schooling is far from uniform across the Community; there are, in fact, several distinct systems.

In Belgium and France, there are pre-primary places for some children from the age of two, for almost all three-year-olds and for all four- and five-year-olds.

In the Netherlands and Spain, it is only from the age of four that virtually all children have pre-primary school places. Over 50% of four-year-olds in Ireland have places, but it is not until the age of five that all children are accommodated.





The curves for Germany and the UK show a fairly steady increase between the ages of two and five, indicating that children enter education progressively and not systematically before the age of five.

Pre-primary schooling in Greece is far less well developed than in the rest of the Community.

NOTES

The graph showing the average length of the school day in primary education is subject to the following observations:

- in Greece, Portugal and parts of Italy, children attend school in either the morning or the afternoon owing to shortages of places;
- the average lengths of the school day shown here vary widely according to the region, the age of the children, the day of the week, etc.; details may be obtained from the specialized studies listed below.

FURTHER READING:

Dispositions relatives à la scolarité obligatoire dans les Etats membres de la Communauté L'Unité Européenne d'Eurydice, 3rd edition, 1987, 30 pp.

Les problèmes des enfants d'âge scolaire II (10-13 ans).

Report on a working party meeting.

Moscow, 30 November - 3 December 1976

Regional Office for Europe, Copenhagen 1976, 38 pp..

(World Health Organization)

Peter Moss

Child Care and Equality of Opportunity. Consolidated report to the European Commission.

CEC, 1988, No V/746/88. 304 pp.

Peter Moss and Angela Phillips

Who Takes Care of Europe's Children? The short report of the European child care network.

CEC 1989, No CB-55-89-738-EN-C. 65 pp.

OECD

Education in OECD Countries 1986-87

1989

Camille Pichault

Les équipements et services collectifs de garde des jeunes enfants de 0 à 3 ans dans la Communauté Européenne

CEC, 1984, No CB-41-84-094-EN-C

Tableaux relatifs au calendrier scolaire dans les Etats membres de la Communauté européenne

L'Unité Européenne d'Eurydice, 1987, 10 pp.

Chapter VI: EDUCATION AND TRAINING

Leaving the educational system	58-59
Higher education	60-61
Vocational training	62-63
Vocational training for women by age	64-65
Notes	66

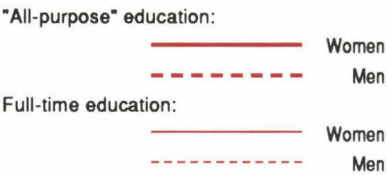
This chapter adopts three different approaches to the topic of education and training for European women.

The age at which young people leave full-time education provides the general framework: it measures the percentages of the population in education between the ages of 15 and 24, which differ according to the Member State. The diversity of the national educational systems means that subtle distinctions have to be made: in addition to traditional education, i.e. the teaching provided in schools and higher education establishments, there are other centres and forms of education, part-time and sandwich courses included, which come under the heading of "all-purpose education".

The data given in the next section are more specific because they deal with higher education. Here we distinguish between the various levels and fields of study.

The pages on vocational training introduce some new concepts: initial vocational training precedes employment and includes both pre-vocational and sandwich courses; it should not be confused with "non-initial" or continuing vocational training (evening classes, distance learning, etc.).

Percentages of young people aged 15-24 still in the educational system in 1986/87



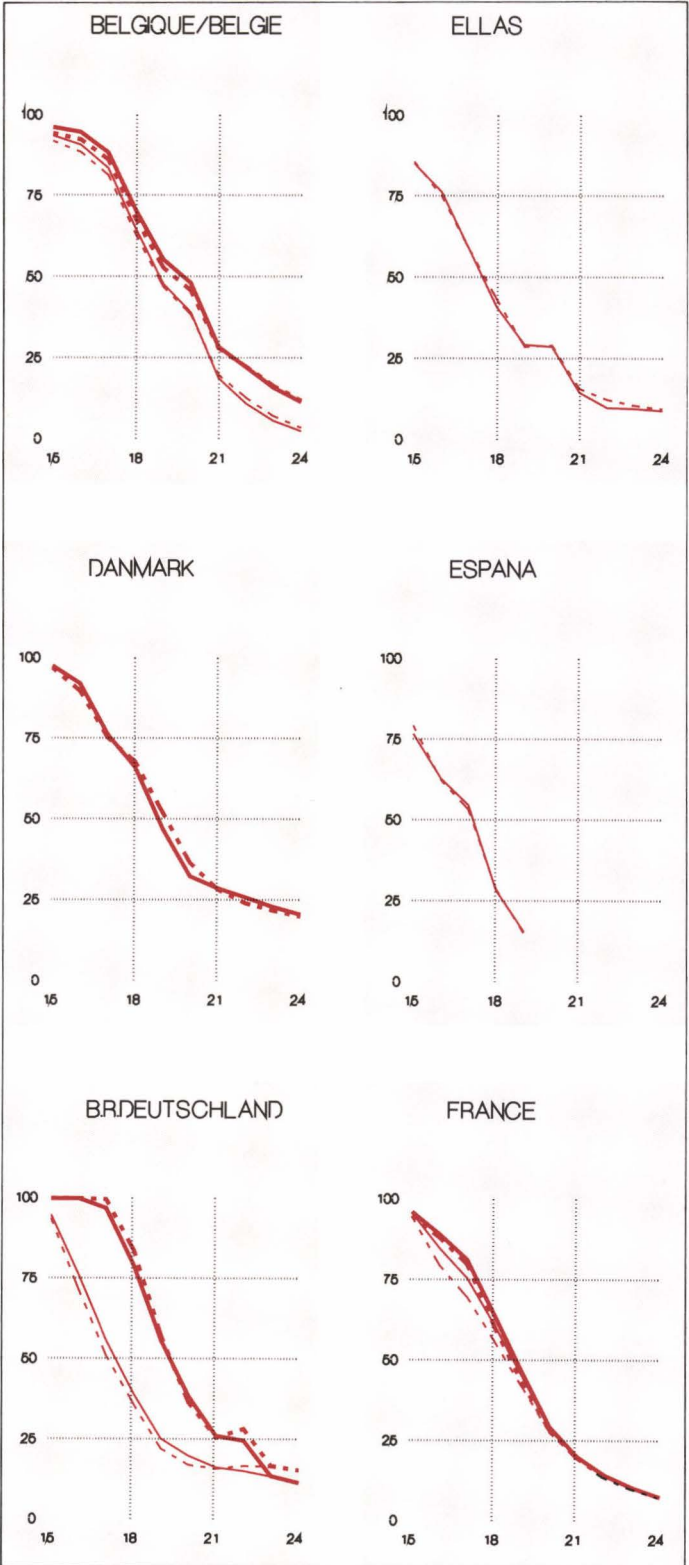
Leaving the educational system

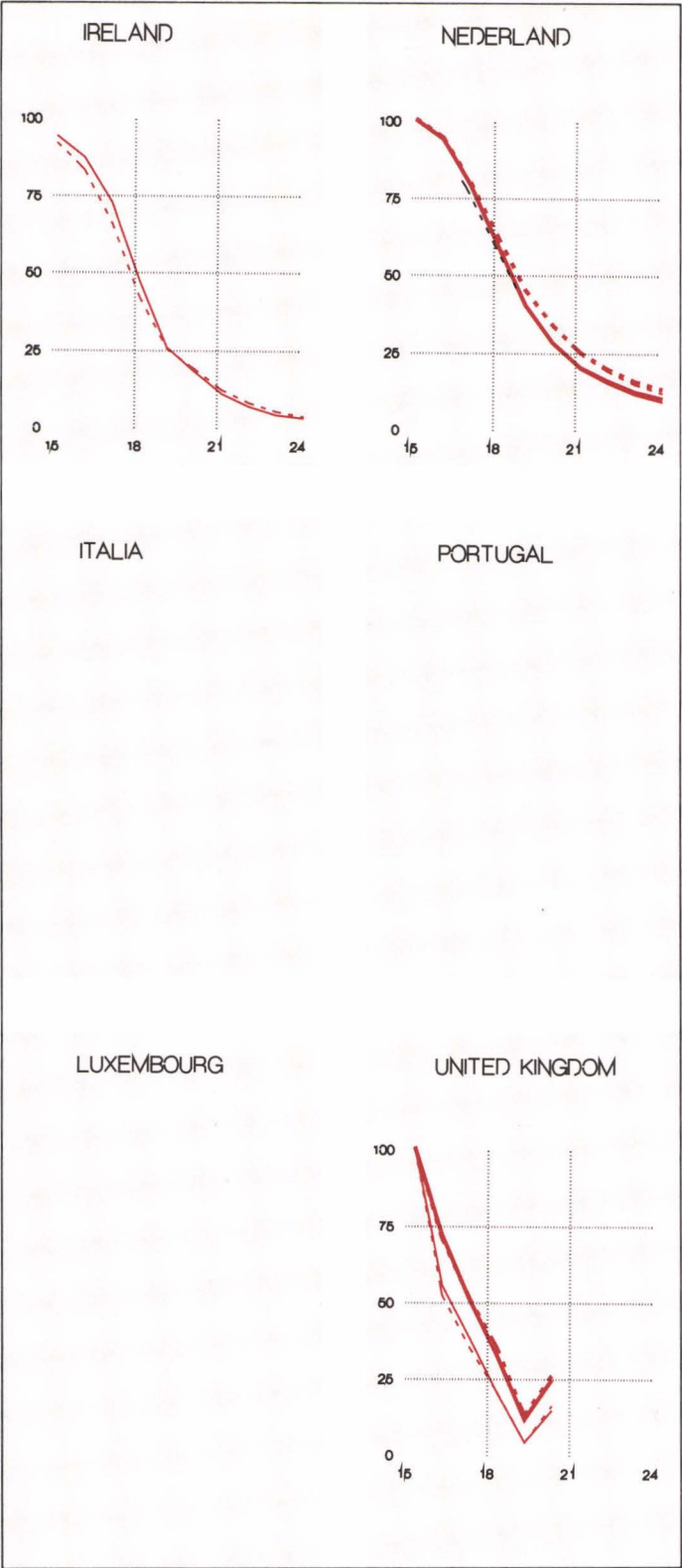
Young people aged 15 to 24 tend to leave the educational system at very different ages according to the country.

The percentage of young people still in the educational system at each age from 15 to 24 is shown here. The relevant information was not available for Italy, Luxembourg and Spain or for the UK after the age of 19/20. Two pairs of curves (male and female) are shown for several countries: the pair to the left represents full-time education and the pair to the right "all-purpose" education, including sandwich courses.

The gap between the two pairs of curves indicates the difference between "all-purpose" and full-time education. Within each pair, the gaps between men and women are very slight.

The curves also distinguish between countries in which the number of young people leaving the educational system





gradually increases between the ages of 15 and 24 and those in which relatively few continue their education.

Young people in Belgium, Denmark, France, the Netherlands and Germany (here chiefly in sandwich courses) tend to remain in education longer than elsewhere, leaving progressively. Those in Ireland, Greece, Spain and the UK tend to leave relatively early.

Student population (1984)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR 12
Thousands													
Total population	245,8	113,2	1472,0	124,7	787,9	1179,3	64,1	1182,0	1,0	166,9	99,2	858,4	6 294,5
Women	111,3	55,8	613,6	53,4	379,4	579,5	26,4	534,6	0,4	59,6	49,8	320,2	2 784,0
Ratio %	45,3	49,3	41,7	42,8	48,2	49,1	41,2	45,2	35,7	35,7	50,2	37,3	44,2

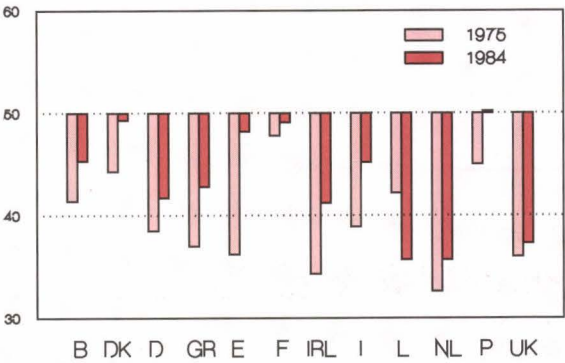
Higher education

Increasing numbers of female students, but most in short courses.

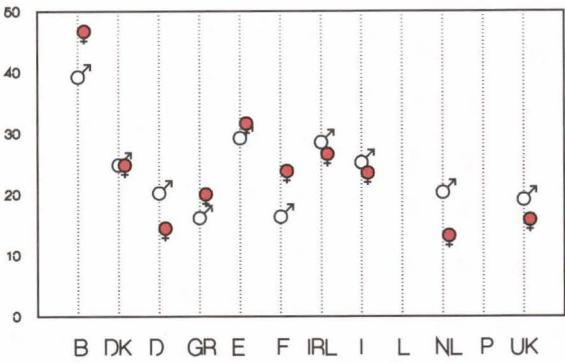
The first graph and the table above measure the gap between the feminization of the student population of each Member State and the degree of parity between male and female students (50% line). The second graph indicates the percentage of young people of each sex in a generation entering higher education. The right-hand page shows fields of study (table) and levels of study graded from 5 to 7 according to the length of the course (graph).

Numbers of women students are approaching and, in some countries, even exceeding numbers of male students. However, women tend to leave higher education earlier than men. They are in the majority across Europe in the humanities and in some countries in medical studies. The widest gap between the sexes is in engineering courses.

Feminization (%) of the student population

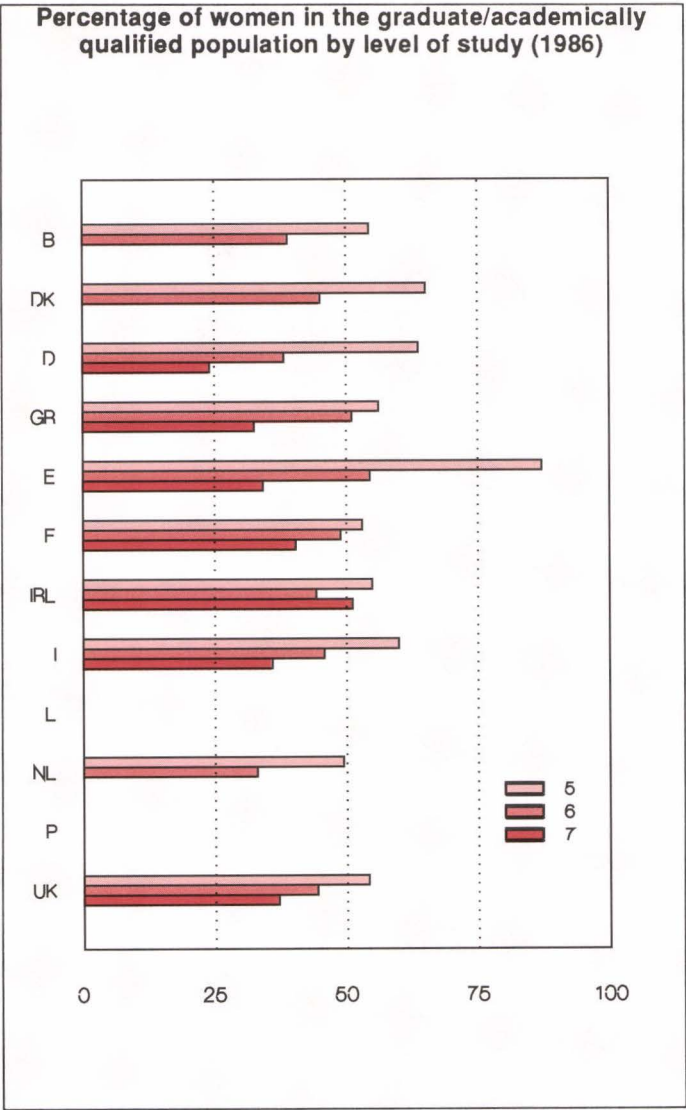


Percentage of a generation entering third-level education in 1986/87



Feminization (%) of higher education by field of study (1984)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Arts/humanities	57,7	63,6	60,3	73,6	69,1	67,1	56,9	78,4	60,8	54,4	71,3	61,2	66,6
Medicine	67,5	76,5	64,0	51,5	58,3	47,1	44,7	38,7	44,3	37,3	64,8	50,6	51,7
Law	42,5	45,2	37,3	56,0	43,5	52,4	40,9	45,5	37,5	39,6	41,6	40,1	45,2
Business studies	48,4	20,4	38,4	41,1	40,4	60,1	37,9	27,7	0,0	19,8	0,0	31,1	41,9
Engineering	11,8	9,4	6,1	15,9	9,3	16,1	7,6	5,5	2,7	7,6	17,0	4,1	7,4



Most women in higher education follow short courses: in all Member States, at least half of the diplomas for short courses of study (level 5) are awarded to women, compared with only 25-50% of qualifications for long courses (level 7). Level 7 is most highly feminized in France and Ireland.

Percentages of 16-19-year-olds receiving vocational training (1988)

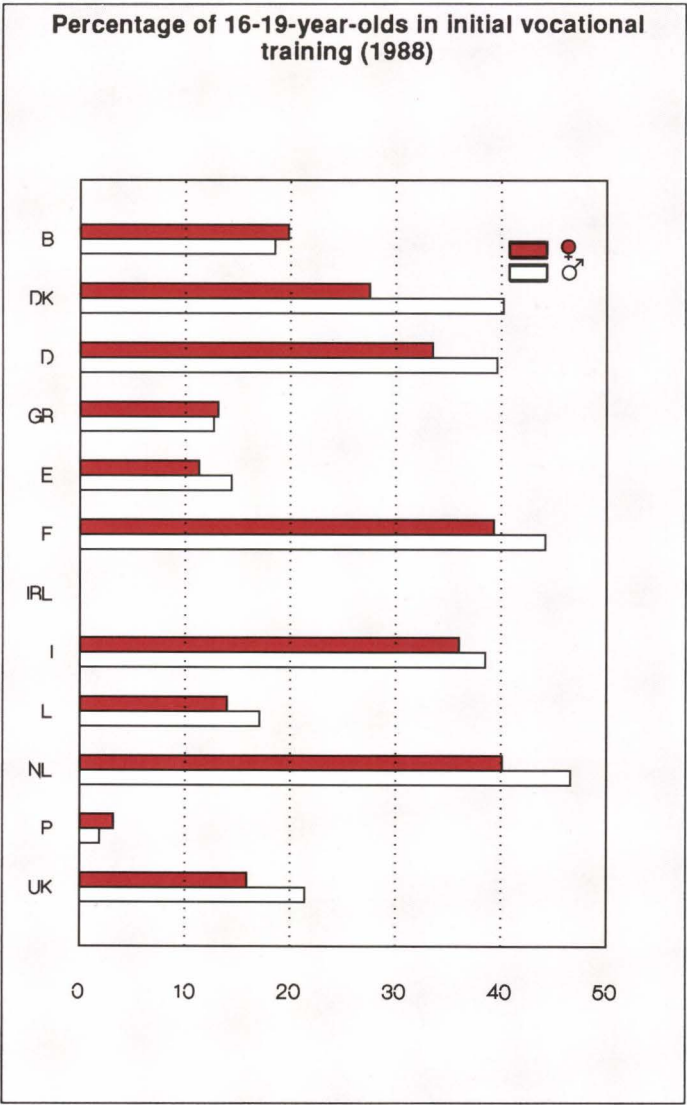
		B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Total	F	21,3	28,1	43,1	13,7	23,2	41,0	:	47,2	14,0	47,0	4,7	21,5	33,8
	M	20,2	41,5	46,3	13,3	27,4	45,5	:	49,6	18,1	54,5	2,8	26,1	37,4
of whom initial	F	19,8	27,5	33,5	13,1	11,3	39,3	:	36,0	14,0	40,1	3,2	15,9	26,7
	M	18,5	40,2	39,6	12,7	14,4	44,2	:	38,5	17,1	46,6	1,9	21,4	30,8

Vocational training

In most countries, slightly fewer women than men receive vocational training

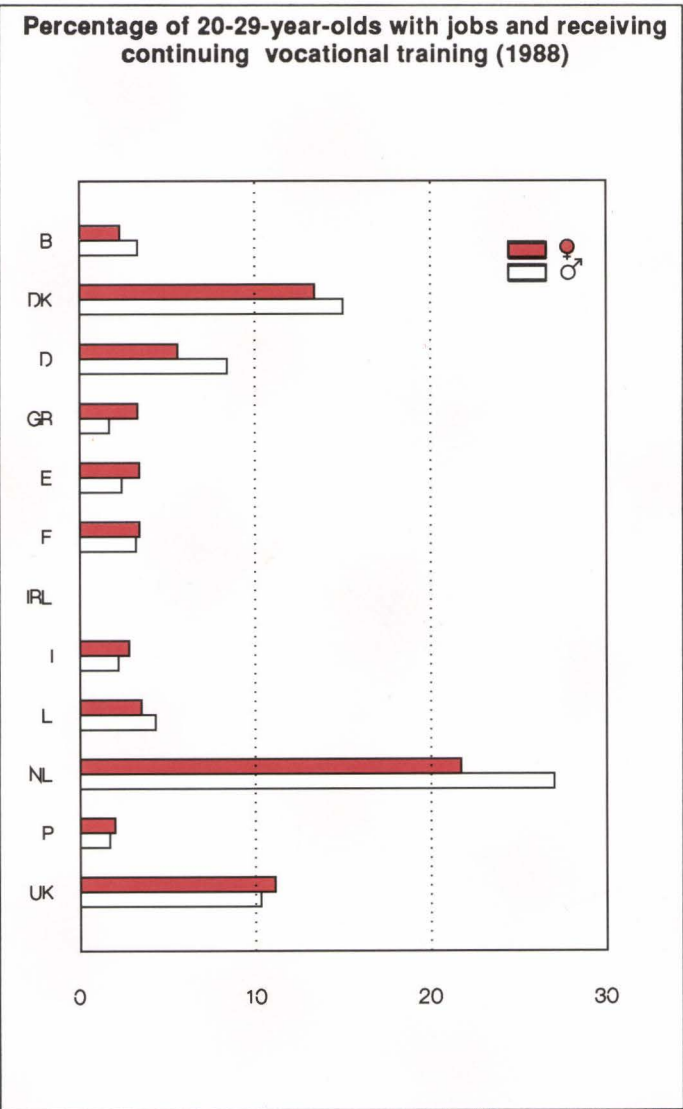
The left-hand page deals with 16- to 19-year-olds and is therefore primarily concerned with vocational training prior to employment, otherwise known as initial vocational training. The right-hand page concerns the 20-29 age group and thus concentrates on non-initial training. Here the indicators are less reliable: unlike initial vocational training, continuing training usually lasts only a few weeks per year and may therefore have ceased by the time of the survey.

Other than in Belgium, Greece and Portugal, slightly fewer women than men receive initial vocational training; the gap is particularly wide in Denmark and the UK. More than one woman in three aged between 16 and 19 follows a pre-vocational training course in Germany, France, Italy and the Netherlands.



Percentages of 20-29-year-olds with jobs and receiving vocational training (1988)

		B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Total	F	2,5	30,8	14,6	5,0	6,0	7,2	:	3,5	5,0	26,5	2,5	13,8	10,9
	M	3,6	29,8	15,7	2,6	3,9	5,8	:	2,8	5,9	33,0	2,1	13,2	10,4
of whom continuing	F	2,3	13,4	5,6	3,3	3,4	3,4	:	2,8	3,5	21,7	2,0	11,1	6,6
	M	3,3	15,0	8,4	1,7	2,4	3,2	:	2,2	4,3	27,0	1,7	10,3	7,0



The following results emerge in the 20-29 age group: in those countries (except the UK) where more than 5% of all 20-29-year-olds with jobs receive vocational training, the percentage of women receiving training is smaller. Conversely, in those where the overall percentage is low, women receiving training outnumber men, except in Belgium and Luxembourg.

Percentages of women receiving vocational training by age group in 1990

— general training
- - - initial training

Vocational training for women by age

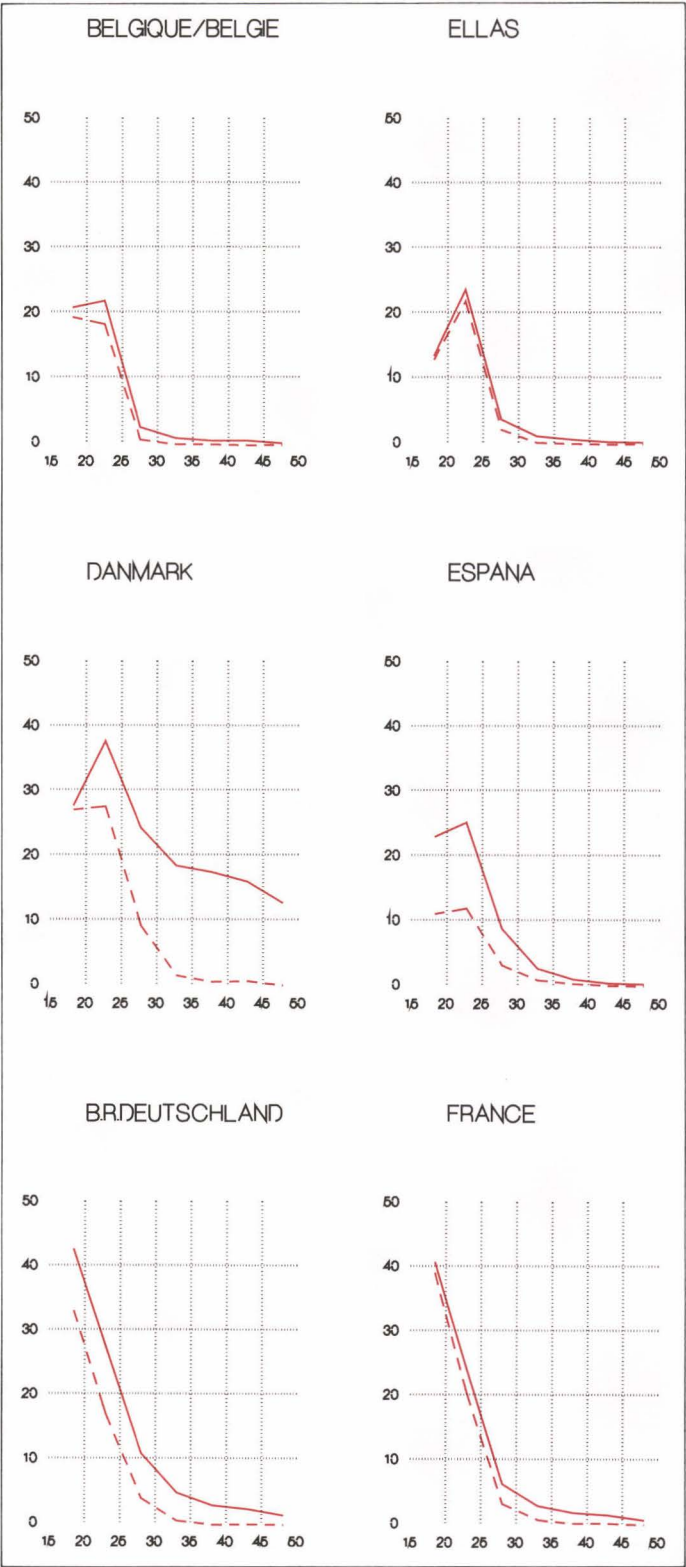
Initial vocational training for the younger age groups; continuing training facilities differ according to the country.

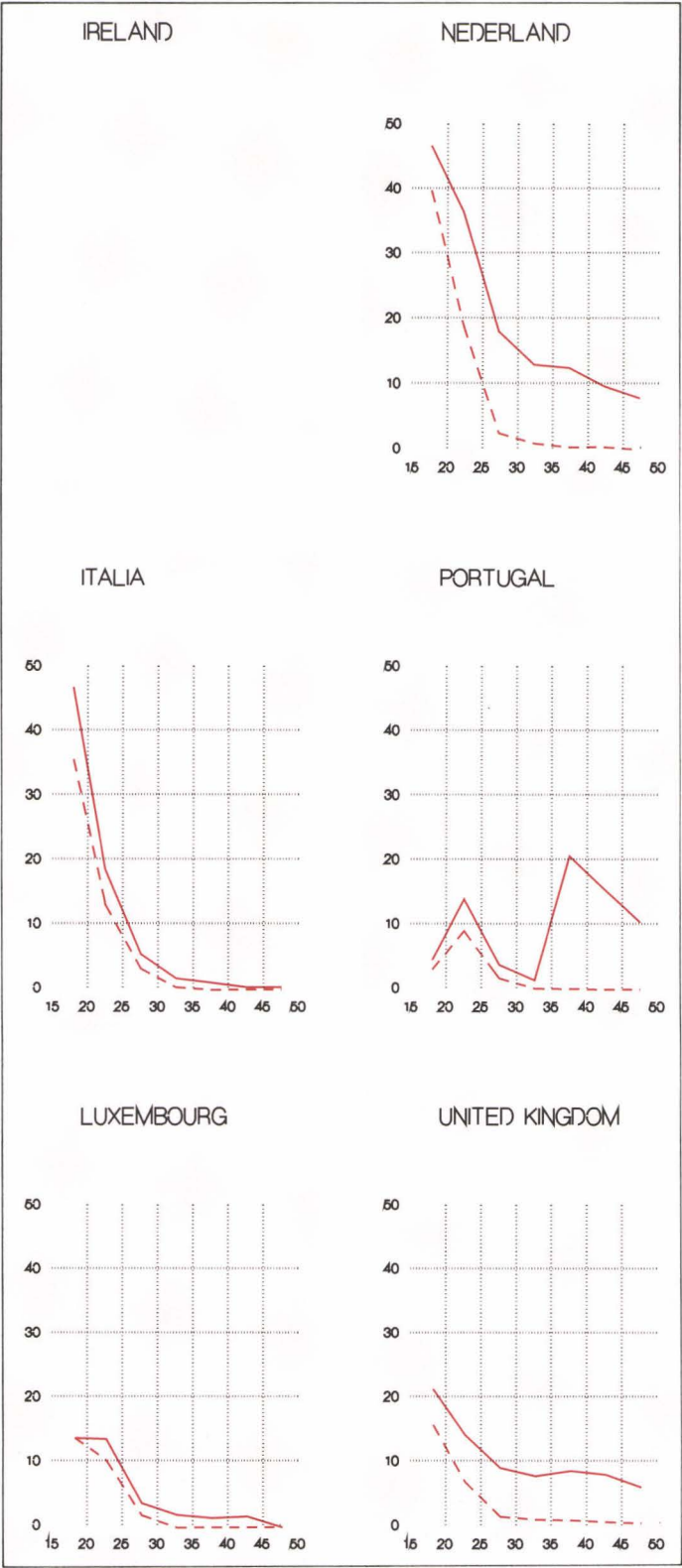
In each graph, the gap between the two curves measures the scale of non-initial training. The various patterns differ very widely but can be grouped into a number of families.

Because initial training dominates in almost all countries, most women receiving vocational training are in the youngest age groups.

As a general rule across the Community, therefore, the pattern of vocational training as a whole follows that of initial training, with student numbers dropping sharply after the age of 25.

In such countries as Germany and above all the Netherlands, however, numbers receiving non-initial vocational training are double those in initial training and persist to an appreciable extent after the age of 25 (and even beyond 30 in the Netherlands). Denmark re-





sembles the Netherlands in this respect, except that pre-employment vocational training is noticeably less common here in the youngest age groups.

In Belgium, Greece and Luxembourg, initial training dominates all other types of vocational training but is still at a modest level compared with the other countries.

Vocational training prior to employment is under-represented in the UK and Spain, but is to some extent replaced by other types of training for the younger age groups in Spain and for all age groups in the UK.

FURTHER READING:

CEC

Commission communication on vocational training for women: Brussels, 3 April 1987
No COM(87) 155 Final

CEC

Commission recommendation of 24 November 1987 on vocational training for women: 87-567-EEC
in: *Official Journal of the European Communities* No L 342, 4 December 1987, p. 35

CERI

Les adultes et l'enseignement supérieur
OECD, 1983, 126 pp.

CERI

Les études et le travail vus par les jeunes
OECD, 1983, 137 pp.

Crispin Jones and Kimberley Keith (sous la direction de)

L'éducation interculturelle: concept, contexte et programme

Council of Europe, Council for Cultural Cooperation

Division de l'enseignement scolaire (CDCC Project No 7: "L'éducation et le développement culturel des migrants")

Strasbourg, 1989, 217 pp.

Les jeunes face à l'emploi

Conference report, Marseilles, September 1987

Europe Sociale, Supplement 6/88, 137 pp..

OECD

Pathways for Learning, Education and Training from 16 to 19

April 1989, 125 pp.

OECD

Education in OECD Countries (series)

A Compendium of Statistical Information 1987-1988

November 1990, 125 pp.

OECD

OECD Employment Outlook (series)

1990

July 1990, 270 pp.

Evelyne Sullerot

Diversification of Vocational Choices for Young and Adult Women. Final consolidation report, 1987-88

CEC, No V/173/89-N, 72 pp.

Chapter VII: EMPLOYMENT STATUS

Employment, unemployment, non-activity	68-69
Working women by age group	70-71
Trends in female employment and unemployment	72-73
Numbers of children and activity rates	74-75
Family composition and economic activity	76-77
Additional statistics	78-79
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A given population - here the female population of the European Community - can be divided into three mutually exclusive categories of employment status: "employment" covers all women working for payment (including working for a family business); "activity" overlaps the employment concept but includes a further group: the unemployed (women actively seeking work); in the economic sense, the opposite of activity (employment plus unemployment) is "non-activity", covering all women who neither have nor are seeking jobs.

The difference between unemployment and non-activity, i.e. the inclusion of unemployment under the "activity" heading, must be borne in mind if certain phenomena are to be fully understood. For example, an increase in the activity rate for women does not necessarily mean simply that more women are working: it could, and frequently does, mean that more are unemployed.

Female activity differs considerably from one country to another, although some data are common to most. For example, the unemployment rate is higher for women than for men and the non-economically-active population consists chiefly of women.

The work status of women varies with age and family structure: the presence of children in the home affects women's economic activity, but this is far less often the case when no husband is present.

Distribution of the female population by employment status per 100 women aged 20-59 (1987)

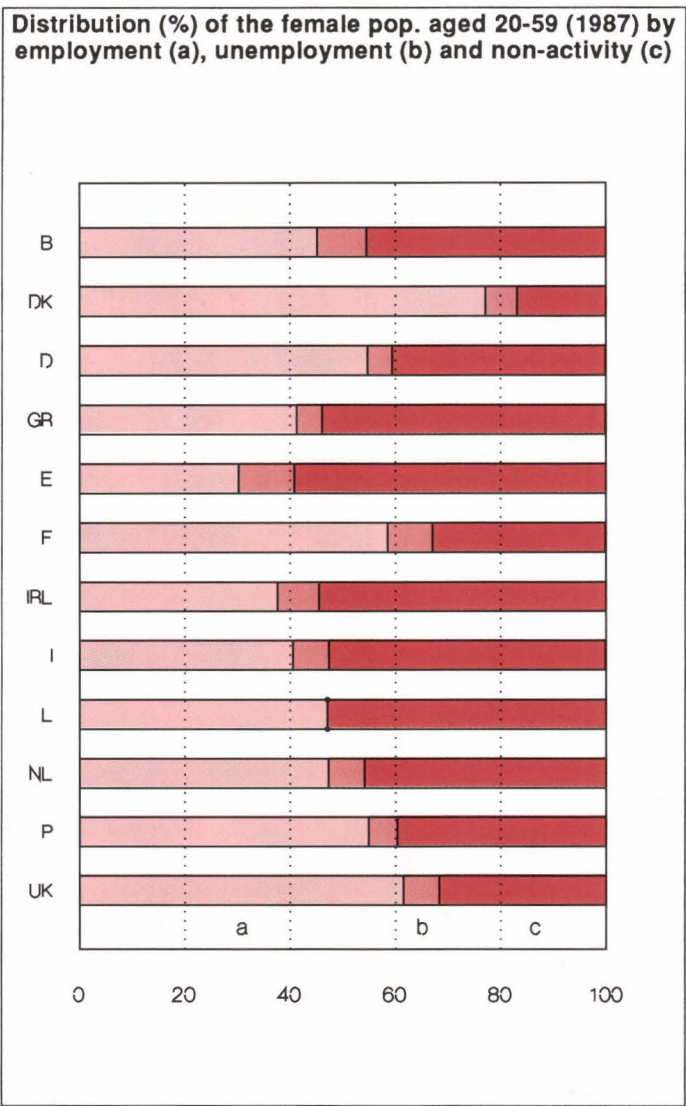
	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Activity	54,5	83,1	59,4	46,1	40,8	67,0	45,5	47,4	47,1	54,1	60,3	68,3	57,4
– employment	45,2	77,1	54,7	41,3	30,2	58,5	37,6	40,5	47,1	47,3	54,9	61,5	50,3
– unemployment	9,3	6,0	4,7	4,8	10,6	8,5	7,9	6,9	0,0	6,8	5,4	6,8	7,1
Non-activity	45,5	16,9	40,6	53,9	59,2	33,0	54,5	52,6	52,9	45,9	39,7	31,7	42,6

Employment, unemployment, non-activity

More and more women in the active population, but still fewer than men.

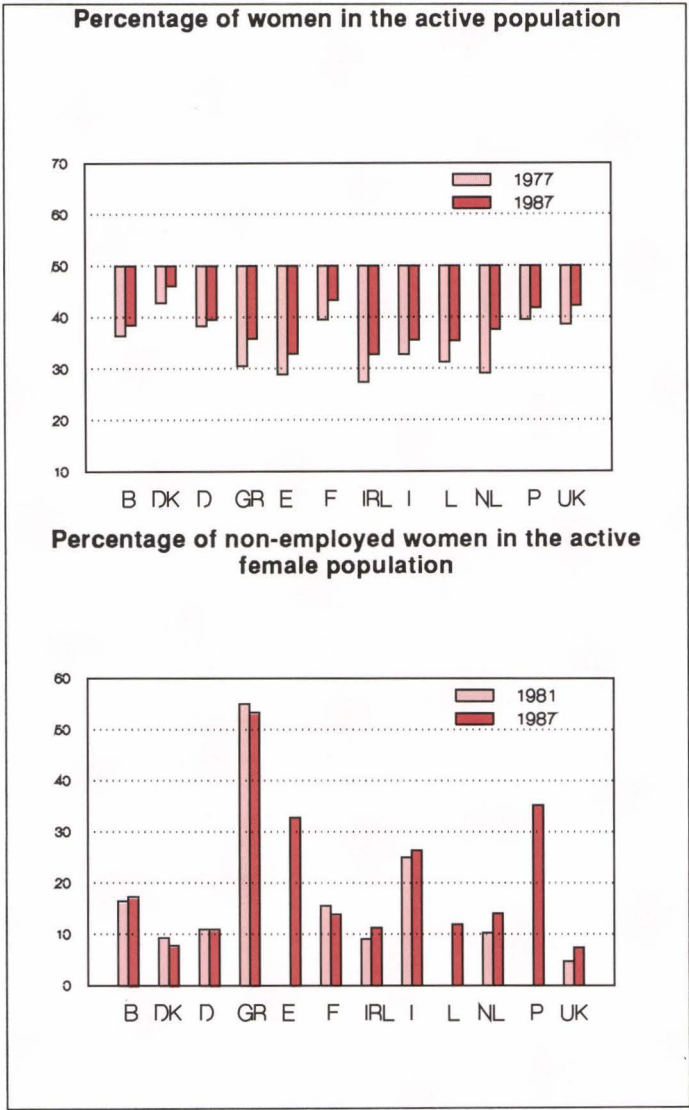
The double page divides the female population aged 20-59 into three categories: economically active women with jobs, women actively seeking jobs (this being the International Labour Office's definition of unemployment) and non-active women. The table on the left-hand page gives the data as percentages of the female population and the table on the right refers to the percentage of women (feminization) in the various categories.

The gaps between countries are considerable: the percentage of women aged 20-59 with jobs varies between 30% (Spain) and 77% (Denmark) and that of unemployed women between 0% (Luxembourg) and 11% (Spain). The feminization calculation, which shows the percentage of women with each employment status, clearly demonstrates their lack of



Feminization by employment status per 100 persons aged 20-59 (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Activity	38,7	47,0	39,3	35,8	31,9	43,3	32,7	35,6	34,0	37,1	42,4	42,3	39,2
– employment	36,0	46,4	38,9	34,5	29,1	42,1	32,5	33,5	34,0	35,6	41,4	42,5	38,2
– unemployment	60,0	55,4	45,3	53,3	43,6	54,1	33,3	55,6	0,0	52,7	55,9	40,5	48,3
Non-activity	75,5	66,5	80,1	84,1	84,5	78,1	85,8	83,0	84,4	80,3	80,5	81,5	81,3



equality with men: on average, more than 80% of non-active persons in the Community are women; in most Member States, more than 50% of the unemployed are women.

Women nevertheless account for over 40% of the active population in Denmark, France, Portugal and the United Kingdom. Feminization of the active population is on the increase, as shown by the 1977 and 1987 figures.

The last graph shows that the proportion of non-employed women (self-employed and family workers) is very high in Greece, Portugal, Spain and Italy.

Female activity rate (%) by five-year age group

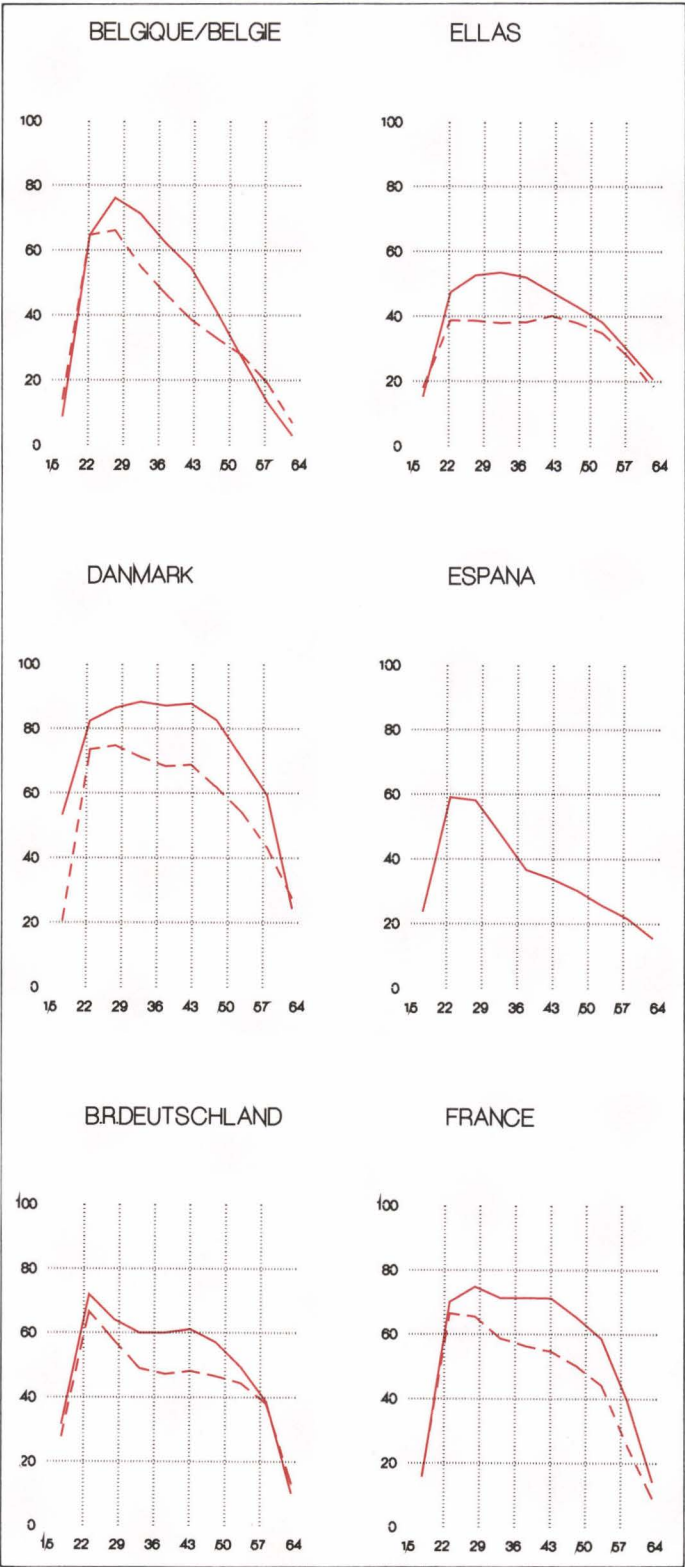
----- 1977 (Ellas 1981)
except España, Portu-
gal
———— 1987

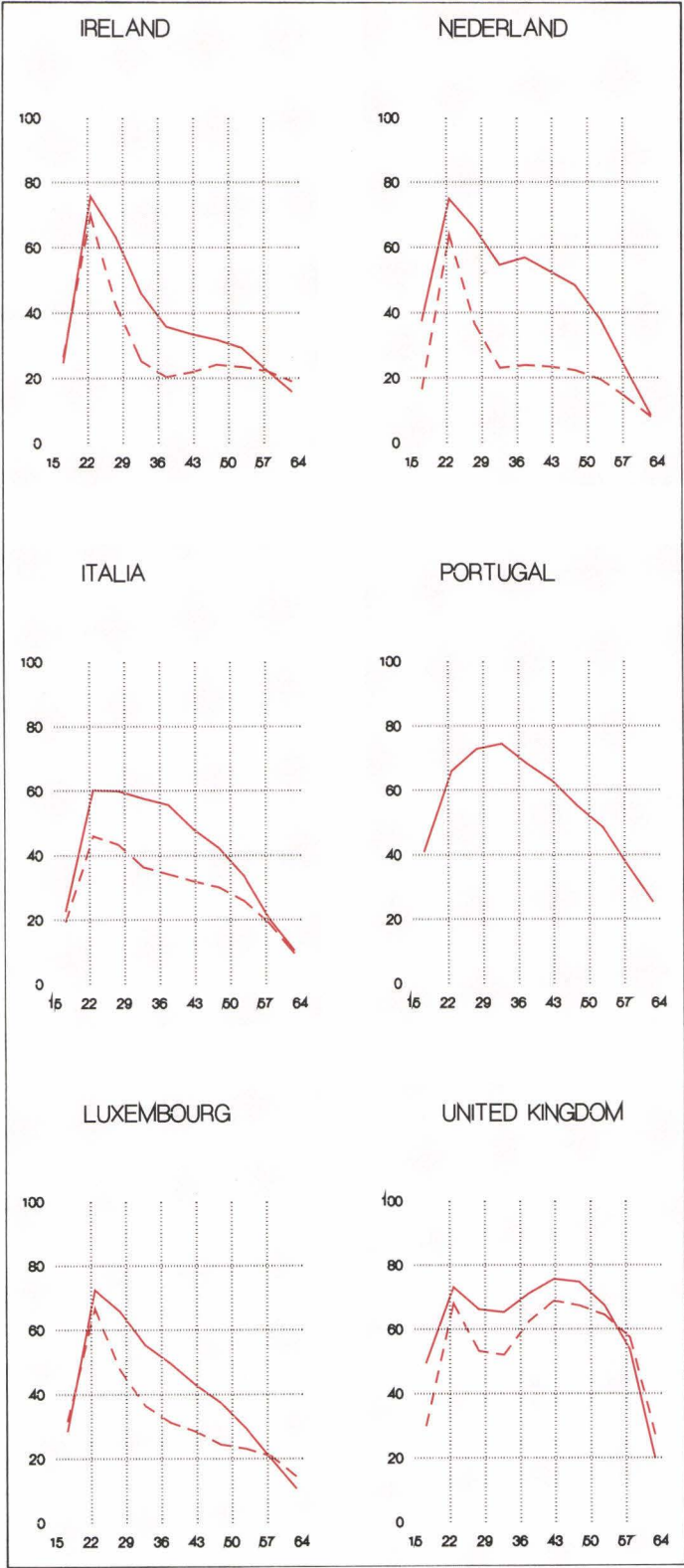
Working women by age group

A wide disparity between the activity rates of different age groups; rates have risen over the past ten years, particularly in mid-career age groups.

The double page shows activity rates in the form of age curves which are more easily comparable than the average figures given previously. The two lines ten years apart reveal the trends between the two dates.

Throughout the Community, the lines representing the female activity rates show a very clear increase between 1977 and 1987, at least to the age of 60. The increase affects the youngest age groups far less than those in the middle of the range, so that the "double hump", which used to be standard in all countries, is now progressively disappearing except in the UK. Although there is a tendency towards uniformity in the curves between 25 and 40, there is a noticeable absence of "drop-outs" in these age groups in Denmark, France and, to a lesser extent, Italy and Greece.





Other curves show a peak towards the age of 22: the activity rate in Ireland, the Netherlands, Spain, Portugal and Luxembourg is far higher in the younger age groups than amongst older women.

The age curves demonstrate a wealth of national characteristics. Belgium shows a very steady decline in the activity rate after 30. Denmark is the only Member State in which more than 80% of women are economically active between the ages of 20 and 50.

More than 50% of women in Greece in the middle age range have jobs. In Spain, however, the rate is almost 60% for young women but less than 40% after the age of 35-40. France is the only country apart from Denmark in which over 70% of women in the middle age range are still working.

1987/1983 variation (%) in total numbers of women with each employment status

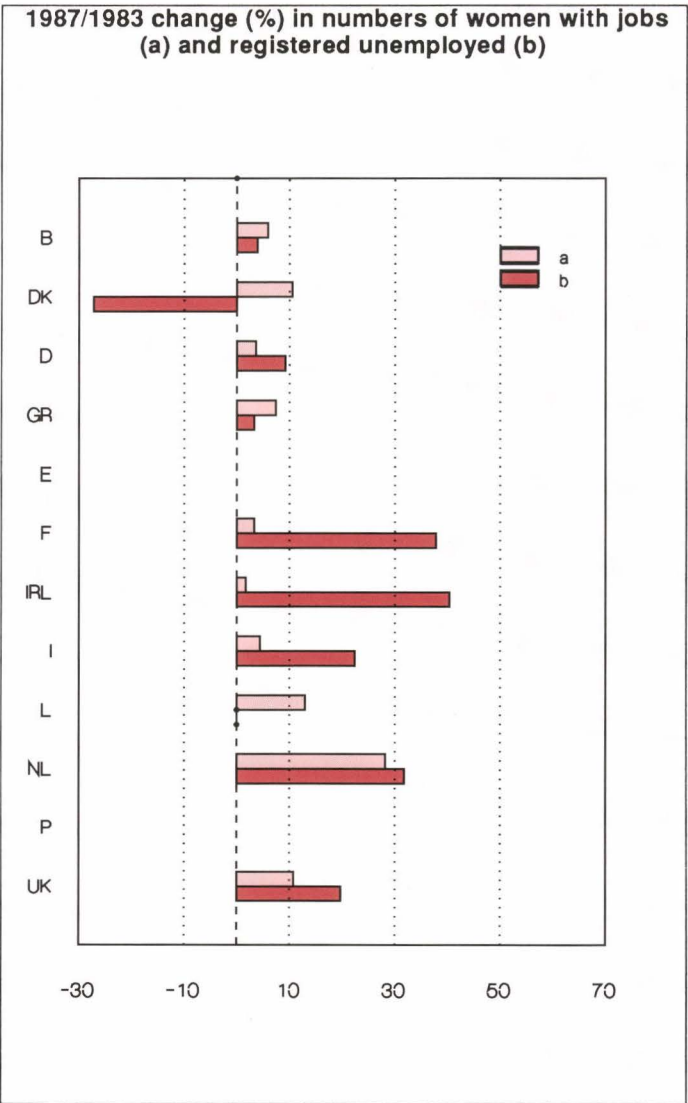
	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR10
Activity	5,5	6,6	4,0	6,9	:	6,9	7,2	7,0	13,0	28,7	:	11,7	8,2
– employment	5,9	10,5	3,6	7,4	:	3,3	1,7	4,4	13,0	28,2	:	10,8	6,7
– unemployment	3,9	-27,2	9,2	3,3	:	37,8	40,4	22,4	0,0	31,8	:	19,7	20,6
Non-activity	4,1	-2,9	6,9	3,2	:	2,8	3,3	1,1	-5,6	-7,2	:	-6,4	1,0

Trends in female employment and unemployment

General increase in the female activity rate, but unemployment is rising faster.

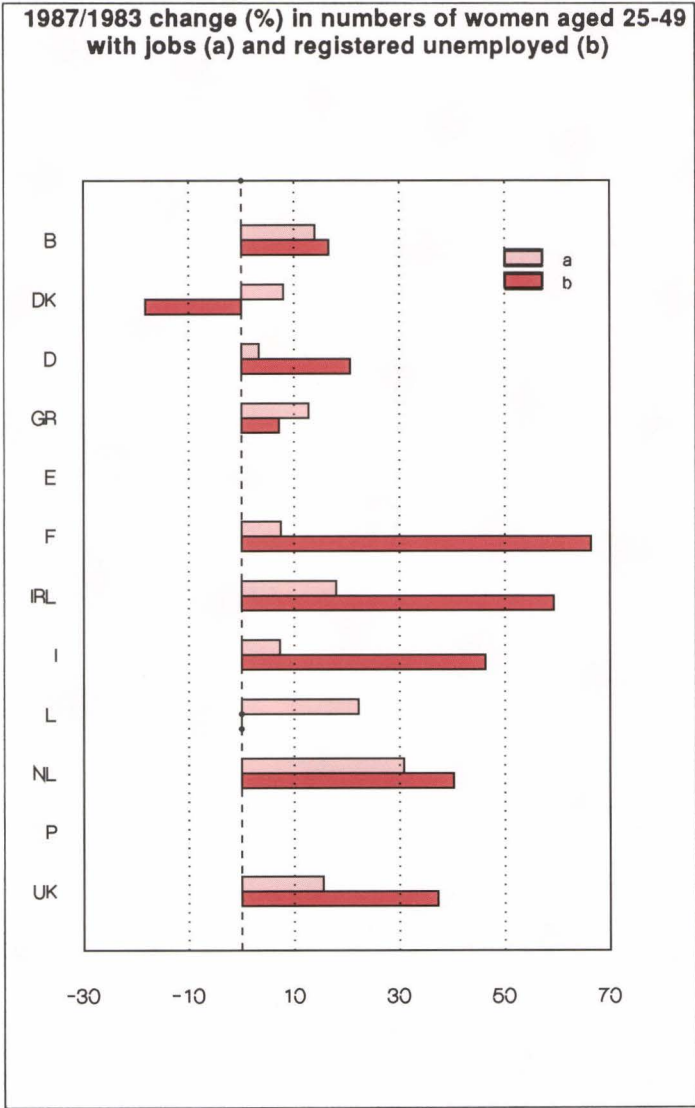
Each of the tables and graphs reveals the trend in the two components of female economic activity (employment and unemployment) between 1983 and 1987. The right-hand page highlights part of the trend by concentrating on the 25-49 age group. The curves showing activity rates by age in the previous graphs revealed that the increase occurred essentially in the middle of the range; this concentrated perspective shows up the trends still more clearly.

The female activity rate rose everywhere between 1983 and 1987. In most countries, however, the increase was due more to rising unemployment than to more jobs.



1987/1983 variation (%) in numbers of women aged 25-49 with each employment status

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR10
Activity	14,4	5,7	4,6	12,3	:	12,0	23,9	10,6	22,2	32,0	:	17,3	12,0
– employment	14,0	8,0	3,3	12,8	:	7,5	18,0	7,3	22,2	30,8	:	15,5	9,6
– unemployment	16,6	18,2	20,7	7,2	:	66,4	59,3	46,3	0,0	40,3	:	37,3	38,0
Non-activity	-7,5	-5,9	-8,8	-9,6	:	-5,2	-1,3	-6,7	-5,7	-13,8	:	-13,4	-8,7



The growth in unemployment was particularly marked in Ireland, France, the Netherlands and Italy. Denmark is the only country in which the number of unemployed women diminished; Greece and Belgium are the only other countries in which numbers of jobs grew faster than unemployment rates.

Numbers of jobs for women rose everywhere. The increase was relatively small in Ireland but considerable in the Netherlands, Luxembourg, the UK and Denmark. The rise in the number of unemployed women in the 25-29 age group was highest in France.

Activity-rate profiles by number of children in 1988 :

- 0 children
- 1 child
- 2 children
- 3 or more children

Numbers of children and activity rates

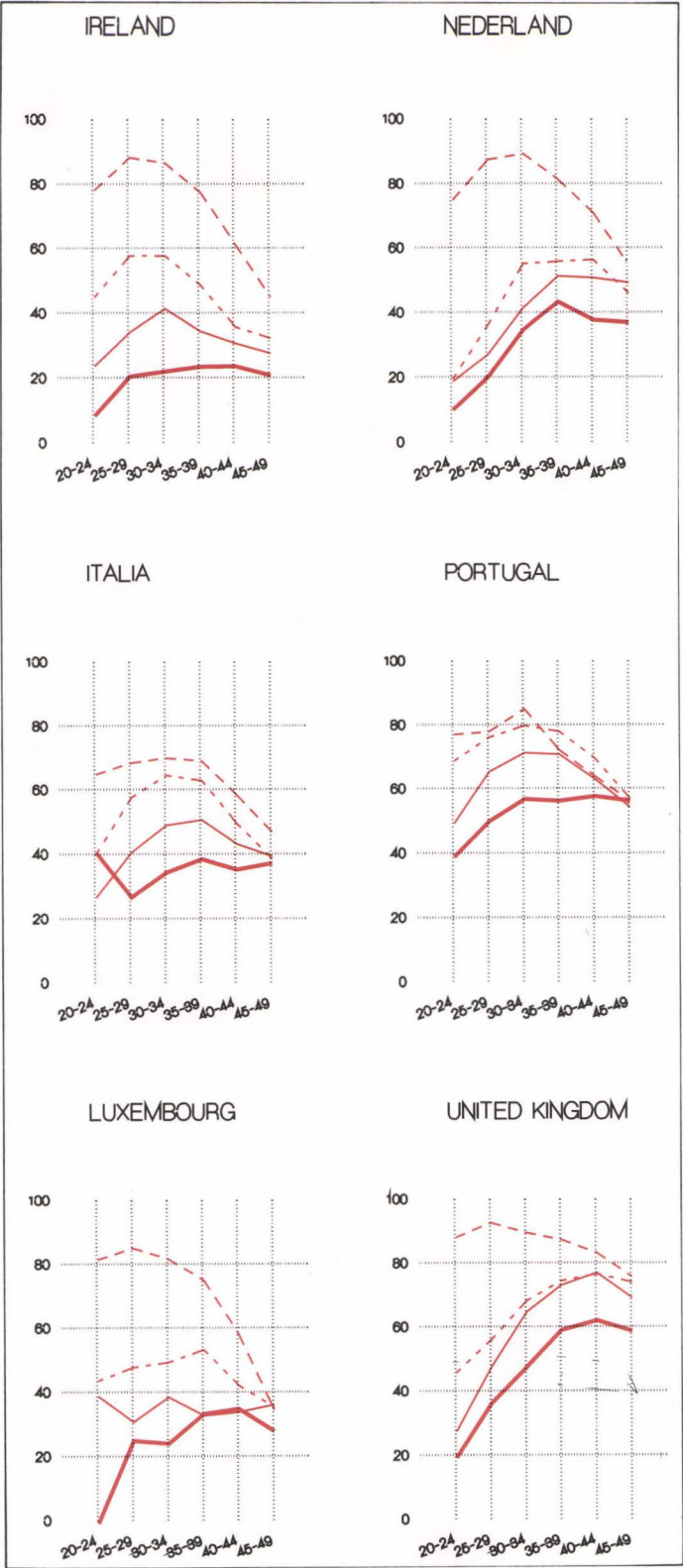
In all Member States, the activity rate declines with the number of children at a given age.

Rates of activity are depicted here for each Member State as a function of the age of the mother and the number of her children. The decline proportionate to the number of children looks very different from country to country within certain typological limits.

First, it is noticeable that the curves showing the activity rates for women without children are very similar, at least up to the age of 40; only Greece, Spain and Italy fall clearly below the other countries.

In some countries the activity rate is only slightly reduced by the presence of one or even two children but severely reduced by the presence of a third child. This applies precisely to Belgium and France and slightly less well to Denmark (where the number of children has less effect), Italy and Portugal (where the effect of the second child is more marked).





In some other countries the activity rate is strongly influenced by the presence of one, two or three children. This phenomenon is clearly visible in the graph for the Netherlands, typical of this second group, where the activity rate of young mothers (evidently with young children) is very much lower than that of women without children. In the UK, Germany, Ireland and Spain the phenomenon is less marked when there is only one child. Greece, where the activity rate is low for all women under 25, and Luxembourg can be regarded as belonging to this second group.

Activity rate (%) for women aged 20-59 by family structure (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Without children	50,2	79,5	66,1	43,8	35,8	68,3	56,8	41,8	45,4	58,4	49,4	74,1	60,3
At least:													
-1 child <5 years	66,7	85,3	39,2	45,6	38,4	62,4	32,8	49,5	38,4	35,4	67,4	46,7	49,1
-3 children	43,4	80,5	36,1	45,4	28,6	42,6	23,2	36,5	30,2	37,5	55,5	52,1	40,8
With children, without spouse	71,3	83,3	70,5	63,7	58,3	84,0	39,5	65,6	69,6	47,8	73,5	54,3	67,6

Family composition and economic activity

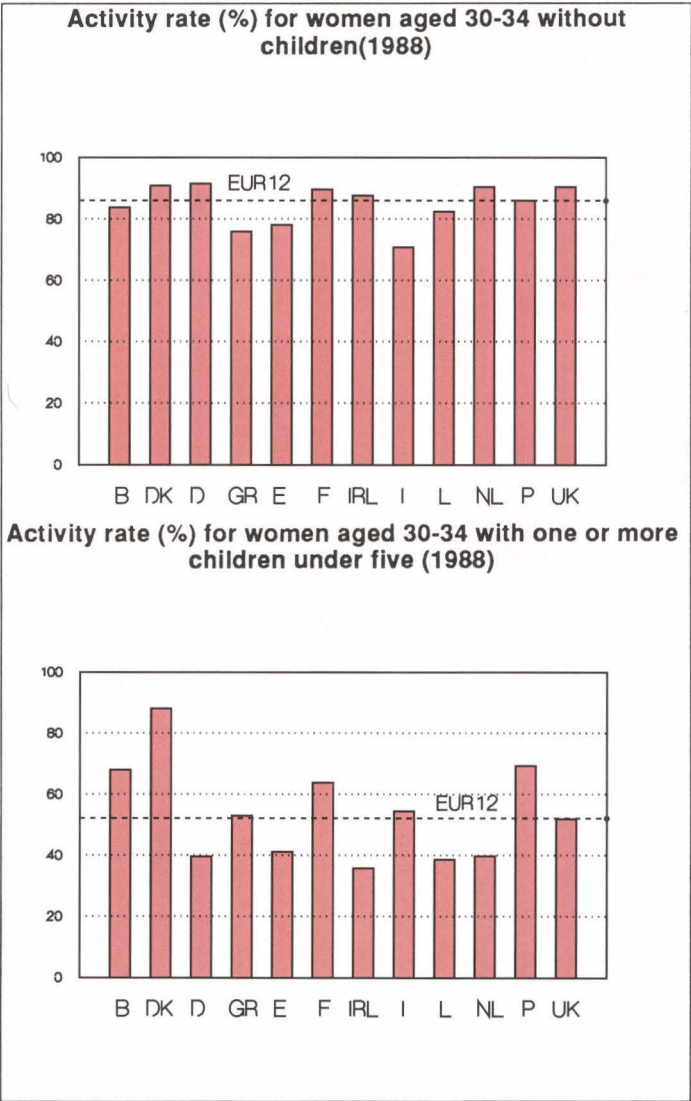
Although activity rates are similar for women without children, the effects of various family structures differ widely from one country to the next.

The figures in the above table concern all women aged between 20 and 59. For easy comparison, the other data refer only to the 30-34 age group.

The differences between countries in the activity rates of women aged 30-34 without children are very small. Except in Greece, Spain and Italy, more than 80% of this population is economically active.

The presence of at least one child under five reduces the activity rate for women aged 30-34 to around 40% in Germany, Spain, Luxembourg and the Netherlands, whereas it remains above 60% in Belgium, Denmark, France and Portugal.

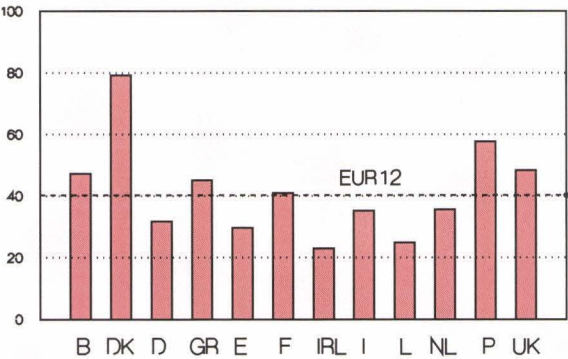
When there are more than two children the activity rate is lower: around 35% in Germany, Spain, Ireland, Italy, Luxembourg and the Netherlands.



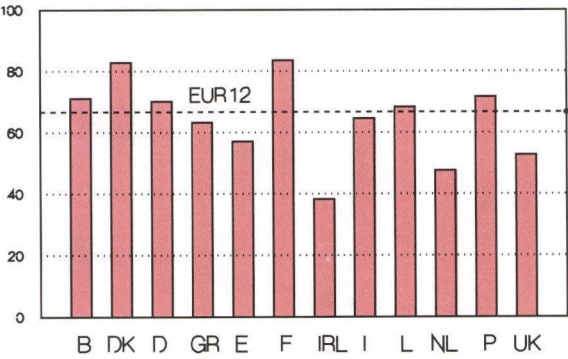
Activity rate (%) for women aged 30-34 by family structure (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
without children	83,8	90,8	91,5	76,0	78,1	89,5	87,6	70,8	82,5	90,4	86,0	90,4	85,9
At least:													
-1 child <5 years	68,0	88,1	39,7	53,0	41,2	63,8	35,8	54,5	38,7	39,8	69,3	51,9	52,1
-3 children	47,3	79,3	31,8	45,1	29,7	41,0	23,0	35,3	24,9	35,7	57,8	48,4	40,2
With child(ren), without spouse	71,1	82,8	70,1	63,3	57,1	83,5	38,3	64,6	68,3	47,6	71,7	52,8	66,6

Activity rate (%) for women aged 30-34 with three or more children (1988)



Activity rate (%) for women aged 30-34 with one or more children and without a partner (1988)



If the absence of a husband is added to the presence of children, the activity rate in five countries is over 70% - close to that for women without children.

		B	DK	D	GR	E
1987 numbers (thousands)						
Activity						
– employment	T	3 473	2 631	26 562	3 597	11 330
	F	1 242	1 198	10 380	1 233	3 382
	M	2 232	1 433	16 182	2 364	7 947
– unemployment	T	441	171	1 943	286	2 941
	F	265	92	893	158	1 310
	M	175	79	1 050	128	1 630
Non-activity						
	T	4 189	1 452	23 632	3 953	16 222
	F	2 680	877	16 229	708	11 161
	M	1 509	575	7 403	246	5 061
1987 activity rate						
– all ages	T	48,3	65,9	54,7	49,6	46,8
	F	36,0	59,5	41,0	34,0	29,6
	M	61,5	72,5	70,0	66,7	65,4
– 25-49 years	T	79,6	90,9	78,0	72,6	68,5
	F	63,8	87,7	61,5	50,6	42,6
	M	94,8	94,0	94,0	95,9	94,8
1988 activity rate for women by age and number of children (%)						
– 20-24 years:0 children		84,4	83,5	81,3	44,6	71,4
1 child		72,3	75,4	45,1	34,9	38,5
2 children		52,9	83,2	25,2	27,1	27,4
3 or more		41,9		14,3	32,1	21,9
– 25-29 years:0 children		89,7	85,4	87,9	77,0	75,5
1 child		78,5	86,4	53,4	54,4	52,9
2 children		71,2	85,3	31,9	40,8	37,9
3 or more		47,3	69,5	17,5	36,7	30,6
– 30-34 years:0 children		83,8	90,8	91,5	76,0	78,1
1 child		78,8	87,2	61,3	61,1	55,1
2 children		72,4	91,5	42,1	48,6	39,7
3 or more		47,3	79,3	31,8	45,1	29,7
– 35-39 years:0 children		81,5	86,3	88,1	69,5	68,6
1 child		75,7	91,5	66,7	55,6	51,8
2 children		64,6	92,7	51,2	51,8	36,1
3 or more		48,0	79,6	40,5	47,8	29,1
Activity rate by age for women with at least one child under five:						
– 20-24 years		64,2	75,3	37,7	31,2	34,0
– 25-29 years		71,0	86,6	38,5	45,5	42,7
– 30-34 years		68,0	88,1	39,7	53,0	41,2
– 35-39 years		59,3	84,1	40,3	51,0	31,4
Women with jobs by occupational status (%) for 1987						
– employers a. self-employed		10,1	3,0	5,5	19,4	19,4
– employees		82,7	92,2	89,0	46,6	67,2
– family workers		7,2	4,8	5,5	34,0	13,4

F	IRL	I	L	NL	P	UK	EUR12
21 396	1 084	20 665	154	5 851	4 354	24 816	125 916
8 987	351	6 870	54	2 102	1 777	10 534	48 109
12 409	733	13 795	101	3 750	2 577	14 283	77 804
2 574	239	2 473	4	649	350	3 073	15 144
1 399	83	1 358	4	344	191	1 226	7 321
1 175	157	1 115	2	305	159	1 847	7 823
19 006	1 213	23 921	148	5 267	3 447	18 270	120 720
12 172	840	16 279	103	3 529	2 338	12 152	81 067
6 834	373	7 642	45	1 739	1 109	6 119	39 653
55,8	52,2	49,2	51,6	55,2	57,7	60,4	53,9
46,0	34,0	33,6	35,2	40,9	45,7	72,5	40,6
66,5	70,5	66,1	69,2	70,0	71,2	49,2	68,3
84,5	69,3	73,7	74,3	75,8	80,1	82,9	78,2
71,9	43,3	52,6	50,9	56,1	66,3	69,9	61,1
97,0	94,6	95,4	97,1	94,6	95,2	95,8	95,3
78,9	79,1	65,7	82,3	75,9	78,0	88,9	80,0
68,4	46,0	41,0	44,4	20,5	69,7	46,7	49,8
41,8	24,6	27,4	39,6	19,7	50,3	28,4	31,2
17,6	9,2	41,4	.	10,9	39,8	20,2	21,0
90,9	89,2	69,3	85,8	88,5	78,9	93,5	86,5
81,8	58,7	58,5	48,6	37,2	77,1	57,0	61,8
66,2	35,1	41,4	31,6	28,1	66,3	48,5	47,4
24,8	21,4	27,6	25,8	21,1	50,9	37,1	30,0
89,5	87,6	70,8	82,5	90,4	86,0	90,4	85,9
85,6	58,7	65,4	50,2	56,2	80,8	69,1	68,5
76,0	42,4	49,9	39,3	42,6	72,2	65,6	57,0
41,0	23,0	35,3	24,9	35,7	57,8	48,4	40,2
88,6	78,5	69,9	75,9	82,5	73,1	88,2	82,8
85,6	49,8	63,8	54,1	56,9	78,9	75,4	70,9
77,0	35,4	51,6	33,6	52,4	71,8	74,0	60,6
49,2	24,4	39,4	34,1	44,4	57,2	59,9	45,6
58,5	34,5	37,3	40,3	20,2	62,5	37,6	42,4
64,9	39,5	48,3	38,3	30,6	69,2	46,6	50,0
63,8	35,8	54,5	38,7	39,8	69,3	51,9	52,1
58,1	26,0	53,9	38,2	44,1	67,9	50,3	49,1
6,7	7,2	16,4	7,2	8,7	28,5	7,4	10,1
86,1	88,7	73,6	88,0	85,9	64,8	92,6	83,3
7,1	4,1	10,0	4,9	5,4	6,7	.	6,6

FURTHER READING:

Patricia Bouillaguet-Bernard, Annie Gauvin and Nikos Prokovas

L'évolution de l'activité et de l'emploi des femmes dans la Communauté économique européenne
CEC, 1986, No V/1252/86

Christian Brinkmann

Les aspects démographiques de la main-d'œuvre et de l'emploi

Council of Europe, Strasbourg, 1987, 151 pp.

CEC

Council resolution of 16 December 1988 on the reintegration and late integration of women into working life: 88-C-333-01

In: *Official Journal of the European Communities* No C333, 28 December 1988

CREW

New types of employment initiatives especially as relating to women

CEC, 1984, No CB-411-84-280-EN-C

Egalité des chances en matière d'emploi : tendances et perspectives

Women at Work No 2, ILO, 1987

EUROSTAT 1990

Labour Force Survey. Results 1988

Theme 3: Population and social conditions

Series C: Accounts, surveys and statistics

EUROSTAT 1989

Employment and Unemployment. 1987 Results

Theme 3: Population and social conditions

Series C: Accounts, surveys and statistics

Pietro Seveso Foundation

Le travail à domicile en Italie, en France et au Royaume-uni

CEC 1986, 50 pp.

Ingrid Henriksen, Rita Knudsen and Helle Holt

Migrant women in the European Community with particular reference to their working lives

CEC 1987, 76 pp.

C.E. Landau

La Communauté Européenne et l'égalité entre hommes et femmes en matière d'emploi

Législation et jurisprudence

Employment in Europe

CEC, Directorate-General for Employment, Industrial Relations and Social Affairs, 1990, 172 pp.

Catherine Sofer

La division de travail entre hommes et femmes

Economica, 1985, 321 pp.

Chapter VIII: SECTORS OF ACTIVITY

Agriculture, industry, services	82-83
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The distributive trades, banking and insurance, public administration	86-87
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The last chapter examined the employment of European women in conjunction with the concepts of unemployment and non-activity. We now turn to employment by sectors of economic activity.

Sectors of activity can be classified in a variety of ways. We have therefore borrowed the detailed subdivisions of the three traditional main categories of agriculture, industry and services from the General Industrial Classification of Economic Activities within the European Communities (NACE).

Most women work in the services sector. If this is broken down into its various branches, female employment is seen to be even more strongly concentrated in the fields of health, education and personal services which have traditionally been dominated by women.

By contrast, women are under-represented in the secondary sector, industry. Given the high rate of feminization of the services sector, it seemed appropriate to break it down in order to reveal the enormous variety of patterns according to countries and age groups.

Distribution (%) of women and men with jobs by broad sector of activity (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Women													
- Agriculture	2,5	3,2	5,4	35,4	13,0	6,3	4,9	10,6	3,1	3,6	27,3	1,2	7,3
- Industry	17,3	16,3	25,1	17,0	17,2	17,7	19,7	22,8	10,5	10,6	24,2	17,7	19,9
- Services	80,3	80,5	69,5	47,6	69,9	76,0	75,4	66,7	86,5	85,7	48,4	81,1	72,8
Men													
- Agriculture	3,5	8,1	4,2	22,6	16,2	8,4	21,0	10,4	3,5	6,0	18,7	3,3	8,3
- Industry	39,6	39,0	49,7	30,8	38,9	40,0	33,1	37,0	42,1	36,3	40,9	43,9	41,6
- Services	56,9	52,9	46,1	46,6	45,0	51,6	45,9	52,6	54,5	57,8	40,4	52,9	50,1

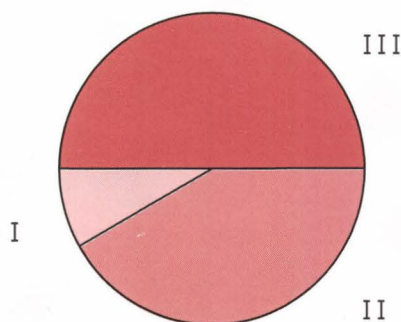
Agriculture, industry, services

Feminization rates in the main sectors of activity: many women in services, far fewer in industry.

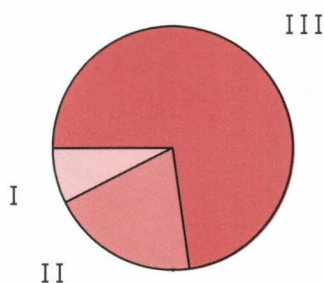
This double page illustrates the employment situation in the three main traditional sectors of economic activity. The left-hand page gives a breakdown by sector, the table showing a further breakdown by Member State and the pie charts referring to the Community as a whole. The right-hand page indicates the rates of feminization of the various sectors in the twelve Member States in 1982 and 1987. The data on industry and services are displayed as deviations from the 50% line (signifying equal division of employment between the sexes).

The areas of the two pie charts on the left-hand page are proportionate to the number of persons employed: far more men than women have jobs; services employ three-quarters of the female but only half of the male workforce.

Distribution (%) of female employment in agriculture (I), industry (II) and services (III) (EUR12 1987)

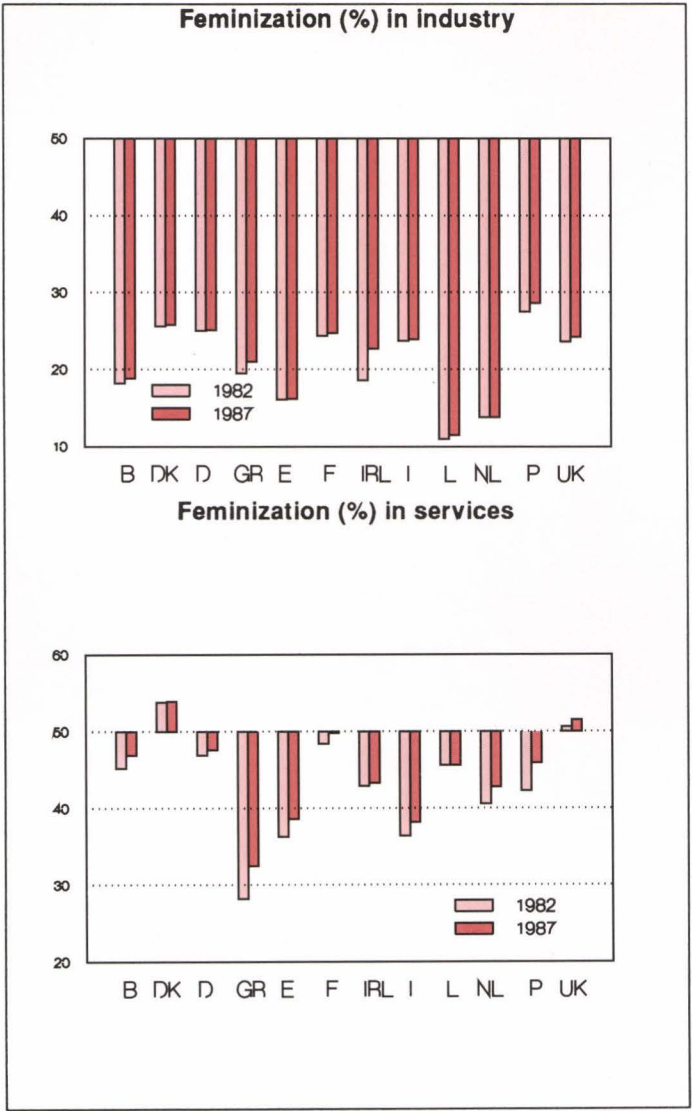


Distribution (%) of male employment in agriculture (I), industry (II) and services (III) (EUR12 1987)



Feminization (%) of sectors of activity (1982 and 1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
1982													
- Agriculture	20,8	26,5	48,2	40,6	25,5	33,8	11,4	35,1	35,1	18,5	51,5	19,1	34,8
- Industry	18,2	25,6	25,0	19,5	16,1	24,3	18,6	23,7	11,0	13,8	27,5	23,6	23,0
- Services	45,2	53,8	46,9	28,2	36,3	48,4	42,9	36,4	45,6	40,6	42,3	50,6	44,7
1987													
- Agriculture	22,0	26,2	47,9	45,1	25,5	32,9	7,3	34,9	33,9	22,0	51,6	19,6	35,3
- Industry	18,8	25,8	25,1	21,0	16,2	24,7	22,7	23,9	11,5	13,8	28,6	24,2	23,3
- Services	46,9	53,9	47,6	32,5	38,6	49,8	43,3	38,2	45,6	42,8	45,9	51,5	46,0



The top right-hand graph shows an increase, often slight, in the feminization of industry in all Member States between 1982 and 1987. The increase was very small in Luxembourg, the Netherlands, Spain and Belgium and highest in Portugal.

In the services sector the differences are more obvious, with Greece, Spain and Italy in marked contrast to Denmark and the UK. The feminization trend is stronger here than in industry.

Feminization (%) of the most highly-feminized families of sectors of activity (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Sector A	71,6	95,1	98,7	82,2	89,8	95,7	91,7	:	98,6	86,7	97,5	85,8	92,0
Sector B	68,5	81,8	71,9	55,9	60,8	71,3	67,1	:	71,5	72,6	67,2	78,2	72,8
Sector C	60,4	67,8	57,5	54,4	59,9	63,4	60,4	:	52,0	45,1	75,4	68,3	62,5
Sector D	55,0	58,1	62,4	46,6	47,7	55,9	49,6	:	56,8	52,5	32,8	61,9	57,3
Sector E	40,1	49,1	46,6	32,6	27,8	47,3	40,4	:	48,9	39,9	32,3	46,2	44,2
Sector F	28,6	26,7	46,8	46,0	27,4	36,1	10,2	:	31,9	20,6	52,5	21,4	36,7

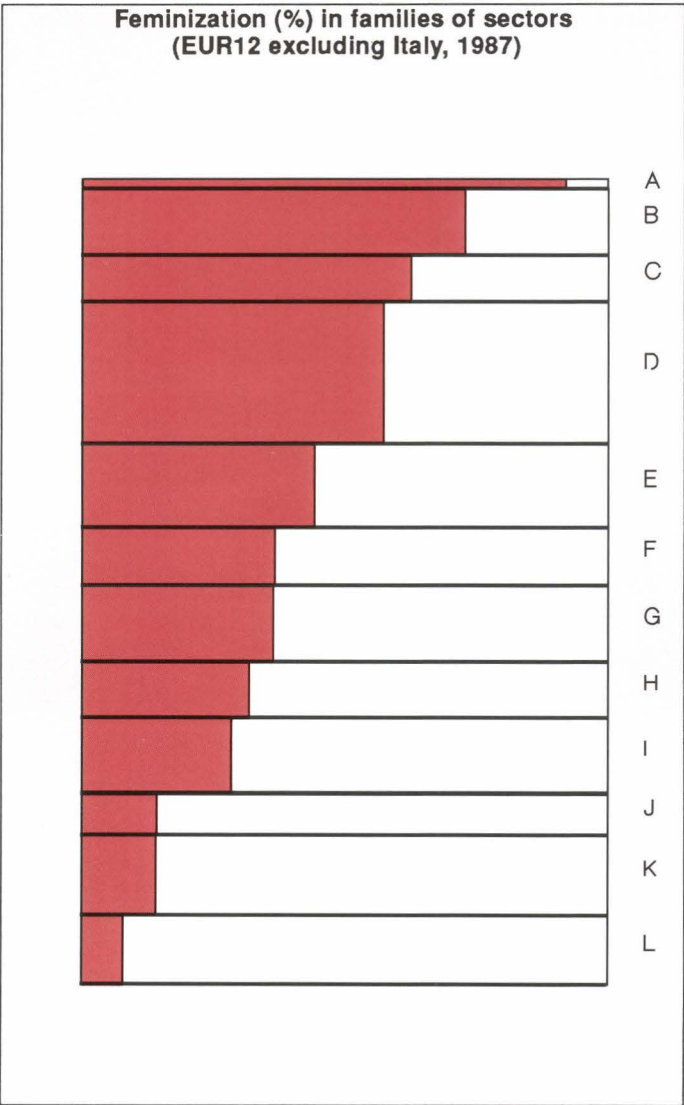
Feminization of families of sectors

A more detailed breakdown of sectors of activity highlights the contrasts.

Here we have drawn up a rough typology of sectors of activity, shown on the right-hand page in decreasing order of feminization in the Community as a whole. The breakdown also takes into account the age profiles of employees. The size of the families of sectors is shown vertically and the corresponding levels of feminization in the Community horizontally in the left-hand graph. The table on the same page shows the feminization level per country in the most highly-feminized sectors, while the right-hand table refers to the least feminized sectors.

Domestic services are very largely feminized in all Member States; next comes the health sector.

Percentages of female staff in education vary from one country to the next. Over 50% of the workforce in the textile industry and in the distributive



Feminization (%) of the least feminized families of sectors of activity (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Sector L	6,1	10,3	10,6	0,8	2,3	9,4	3,8	:	6,0	7,3	2,5	9,7	7,9
Sector K	8,6	18,6	16,1	6,7	6,0	14,8	13,0	:	5,5	10,0	12,1	15,4	14,1
Sector J	11,2	18,8	18,7	5,6	5,1	17,5	17,4	:	15,3	10,6	12,3	15,4	14,3
Sector I	22,4	33,8	31,6	23,9	16,7	31,0	31,2	:	18,6	19,0	25,8	30,7	28,9
Sector H	27,2	35,2	37,0	28,6	23,3	33,4	23,6	:	30,7	22,4	31,1	33,7	31,8
Sector G	29,8	50,2	34,1	29,1	26,0	45,9	40,4	:	26,9	22,9	32,3	36,9	36,4

Key to families of sectors

A : domestic services

B : health

C : education

D : textile, leather and clothing industries, retail trade, catering, services to individuals

E : banking and insurance, business services, public health, research, cultural services

F : agriculture

G : general public service activities, communications

H : food industry, wholesale trade

I : electrical and electronics, paper, rubber, chemical, mineral, artificial and synthetic fibre industries

J : oil, water, electricity, office equipment, heavy transport equipment, urban, road, maritime and air transport

K : solid fuels, metals, machinery, vehicle engineering, timber, rail and inland waterway transport

L : construction, repairs to consumer goods and vehicles

trades and other related activities is female in most countries; on average, 40-50% of staff in banking and insurance institutions are women.

Agriculture employs a high percentage of women in Germany, France and the United Kingdom.

Between 5 and 20% of workers in the least feminized industrial sectors are women; the wholesale trade and the food industry employ 22-37% female staff. The general public service activities sector shows major disparities between one country and the next.

Feminization (%) and size (%) of the distributive trades/catering etc., banking/insurance and general administration (public service activities) sectors (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Feminization													
- distributive trades	43,4	43,5	52,0	33,5	37,2	45,6	38,7	35,9	47,3	39,7	36,1	53,5	44,8
- banking/insurance	39,4	48,1	47,0	37,8	23,9	48,5	42,1	36,0	46,8	37,2	29,5	47,9	44,0
- administration	32,1	50,2	34,0	31,4	26,5	46,6	30,1	30,6	27,2	23,7	32,1	39,6	36,1
Weight of sector													
- distributive trades	18,2	15,6	18,8	18,4	21,8	16,8	18,5	21,4	21,2	17,8	16,4	20,5	18,8
- banking/insurance	7,2	8,9	7,6	4,0	4,7	8,2	7,6	3,8	10,4	9,0	3,1	9,8	7,1
- administration	10,3	6,9	9,1	5,9	5,3	9,2	6,1	8,3	8,3	7,0	6,6	6,7	7,9

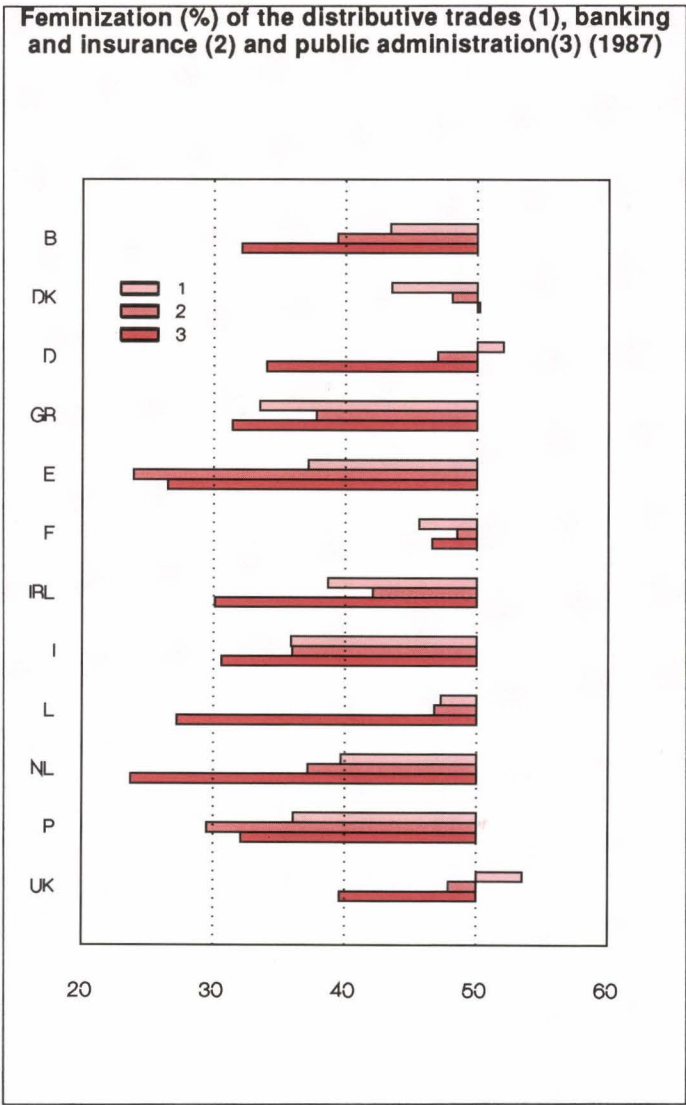
The distributive trades, banking and insurance, public administration

A more detailed analysis of some highly feminized services reveals major differences in average feminization levels and age profiles.

Three sectors are analysed here: banking and insurance, the distributive trades and general public service activities. The left-hand page gives general information (the table showing the size of the sectors, the table and graph showing feminization rates), and the right-hand and subsequent pages give information by age group.

Once again, the pattern differs widely from one country to the next. Age clearly influences the feminization of sectors.

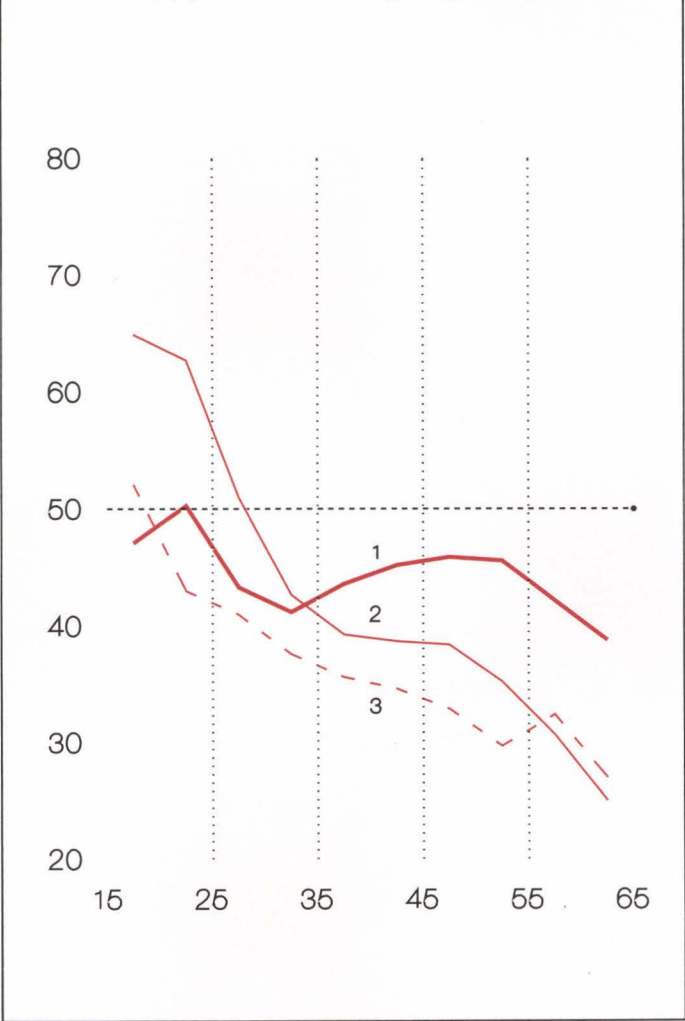
The right-hand graph gives a profile of feminization according to age for the whole of the Community and in the three sectors of activity dealt with



Feminization (%) and size (%) of the distributive trades/catering etc., banking/insurance and general administration (public service activities) sectors for two age groups (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
25-29 years													
- distributive trades	46,6	42,4	51,3	33,6	35,6	44,6	43,0	38,1	47,4	39,3	34,8	47,4	43,4
- banking/insurance	43,9	53,5	56,4	56,7	35,6	51,2	58,8	49,1	55,2	48,7	39,8	52,0	51,1
- administration	36,7	38,1	37,5	41,3	38,3	48,7	40,3	46,8	33,4	31,7	33,3	38,6	41,1
45-49 years													
- distributive trades	42,9	48,2	52,5	36,3	38,5	44,7	28,7	35,9	45,5	36,7	39,5	58,0	46,0
- banking/insurance	40,5	47,2	40,9	26,4	18,4	46,4	25,0	20,4	41,6	30,0	22,8	43,4	38,8
- administration	22,6	56,2	32,3	23,0	18,7	44,1	21,4	25,6	22,6	17,8	29,4	40,1	33,0

Feminization profile (%) by age in the distributive trades (1), banking and insurance (2) and public administration (3) (EUR12 excluding Italy, 1987)



here. It can be seen that the feminization of the distributive trades, estimated at roughly 45%, shows little variation with age except for a slight fall-off around the age of 30.

By contrast, feminization declines very rapidly with age in the banking and insurance sector, falling from 65% around the age of 20 to 45% around 30.

Feminization of the public service sector likewise declines with age, though more slowly.

Information of this kind is broken down by Member State in the next two pages.

Feminization profiles (%) by age for three sectors in 1988



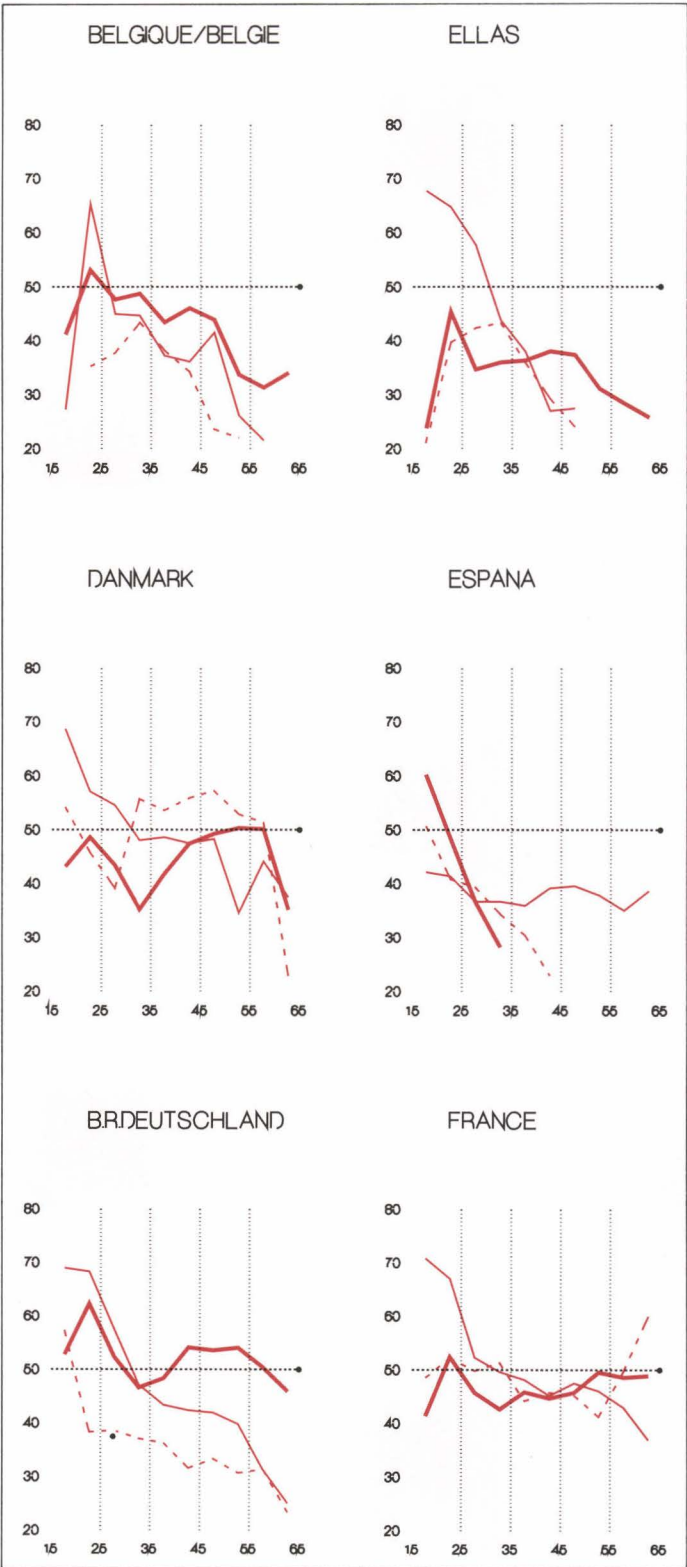
Feminization profiles by age: three sectors

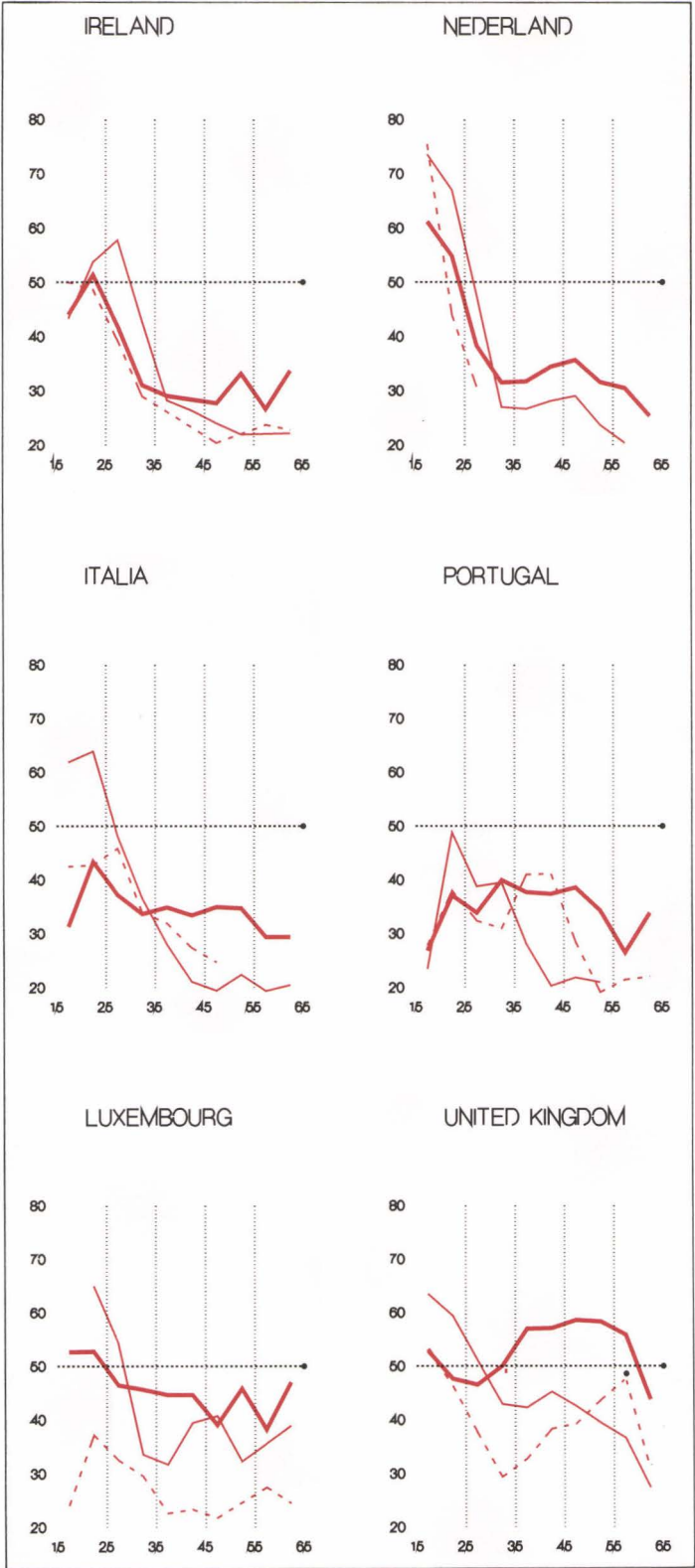
Feminization of the services sector: new differences by age group.

This double page refers to the same sectors as its predecessors: banking and insurance, the distributive trades and general public service activities. The feminization profile by age is shown for each Member State.

The banking and insurance sector shows a very steep decline in feminization with age. In some countries, women aged 20-24 hold more than twice as many jobs as those aged 45-49. However, feminization in the 25-29 age group is far lower than elsewhere in Ireland, Italy and above all Portugal and Spain; feminization in the over-35 group remains high in the UK and higher still in France and Denmark.

In the general public service activities sector there is a very clear decline in feminization with age, though less steep than in banking and insurance. The differences between countries are striking: in some coun-





tries feminization is highest in the 45-49 age group, in others the effect of age is slight and in still others there is more feminization in the young age groups. There are very marked differences in both levels and curves. Feminization levels are generally high in Denmark and France, in the latter case with a slight decline with age. They are generally low in Spain, Germany and Portugal and low with a peak at around the age of 30 in Belgium, Greece and Italy. The curves for the Netherlands and the UK are peculiar to those countries.

Throughout the Community, feminization in the distributive trades sector appears to vary only slightly with age. In Denmark and Germany there is a marked trough at 30-34. Female employment is concentrated in the younger age groups in the Netherlands, Ireland and Spain and in the over-35 age group in the UK. Patterns vary little from one country to the next, the most extreme cases being the UK and Ireland.

		B	DK	D	GR	E	
Numbers employed 1987 (thousands)							
All sectors	T	3 473,6	2 630,6	26 561,0	3 585,8	11 329,6	
	F	1 241,8	1 197,8	10 380,0	1 230,7	3 382,4	
	M	2 231,8	1 432,8	16 181,0	2 355,1	7 947,2	
Employees by sector							
Sector A	T	3,8	11,5	75,0	27,1	415,8	
	F	2,7	10,9	74,0	22,3	373,2	
	M	1,1	0,6	1,0	4,8	42,6	
Sector B	T	321,8	367,8	2 102,2	132,4	445,7	
	F	220,4	300,9	1 512,2	74,0	271,1	
	M	101,4	66,9	590,0	58,4	174,6	
Sector C	T	313,3	240,2	1 073,0	157,8	468,0	
	F	189,3	162,7	616,5	85,8	280,3	
	M	124,0	77,5	476,5	72,0	187,7	
Sector D	T	615,3	304,9	4 183,3	726,8	2 471,2	
	F	338,6	177,0	2 609,8	338,4	1 179,0	
	M	276,7	127,9	1 573,5	388,4	1 292,2	
Sector E	T	317,1	315,5	2 579,5	212,9	794,5	
	F	127,3	154,8	1 201,0	69,3	221,0	
	M	189,8	160,7	1 378,5	143,6	573,5	
Sector F	T	106,1	136,5	1 194,5	939,2	1 593,2	
	F	30,3	36,5	559,2	432,4	435,8	
	M	75,8	100,0	635,3	506,8	1 157,4	
Sector G	T	430,3	182,3	2 946,0	252,3	705,3	
	F	128,3	91,6	1 005,2	73,5	183,6	
	M	302,0	90,7	1 940,8	178,8	521,7	
Sector H	T	238,6	238,0	1 669,8	220,5	814,4	
	F	64,8	83,9	618,0	63,0	189,6	
	M	173,8	154,1	1 051,8	157,5	124,8	
Sector I	T	309,5	198,0	3 485,5	170,8	781,9	
	F	69,2	66,9	1 101,0	40,7	130,8	
	M	240,3	131,1	2 384,5	130,1	651,1	
Sector J	T	169,2	131,7	878,8	241,2	608,8	
	F	19,0	24,8	164,0	13,6	30,8	
	M	150,2	106,9	714,8	227,6	578,0	
Sector K	T	375,4	183,3	4 219,0	176,5	966,0	
	F	32,3	34,0	678,0	11,8	58,0	
	M	343,1	149,3	3 541,0	164,7	908,0	
Sector L	T	258,0	235,7	2 043,8	299,1	1 133,8	
	F	15,7	24,1	216,0	2,6	26,0	
	M	242,3	210,6	1 827,8	296,5	1 107,8	
Not classified elsewhere	T	14,9	86,0	110,3	29,3	131,1	
	F	3,8	29,7	24,5	3,3	3,4	
	M	11,1	56,3	85,8	26,0	127,7	

	F	IRL	I	L	NL	P	UK	EUR12
	21 393,4	1 083,2	20 665,0	153,7	5 122,4	4 309,9	24 816,4	125 124,3
	8 986,7	350,7	6 870,0	53,4	1 748,3	1 760,3	10 533,8	47 735,9
	12 406,7	732,5	13 795,0	100,3	3 374,1	2 549,6	14 282,6	77 388,4
	289,5	5,8	:	2,3	10,5	145,0	174,1	1 160,6
	277,1	5,3	:	2,3	9,1	141,3	149,4	1 067,8
	12,4	0,5	:	0,0	1,4	3,7	24,7	92,8
	2 082,9	84,4	:	9,2	690,5	144,2	2 209,6	8 590,6
	1 484,4	56,6	:	6,6	501,0	96,9	1 727,8	6 251,8
	598,5	27,8	:	2,6	189,5	47,3	481,8	2 338,8
	1 419,6	65,4	:	6,8	368,5	204,9	1 686,3	6 003,8
	899,8	39,5	:	3,5	166,3	154,5	1 151,8	3 750,1
	519,8	25,9	:	3,3	202,2	50,4	534,5	2 253,7
	3 296,5	191,9	:	26,8	655,6	952,3	4 857,9	18 282,3
	1 843,6	95,2	:	15,2	344,4	518,8	3 008,0	10 467,8
	1 452,9	96,7	:	11,6	311,2	433,5	1 849,9	7 814,5
	2 258,2	108,7	:	19,6	658,0	176,1	3 332,9	10 773,1
	1 068,6	43,9	:	9,6	262,2	57,8	1 541,2	4 756,6
	1 189,6	64,8	:	10,0	395,8	118,3	1 791,7	6 016,5
	1 533,1	164,7	:	5,1	260,2	903,2	543,7	7 379,4
	552,7	16,7	:	1,6	53,6	474,4	116,3	2 709,6
	980,4	148,0	:	3,5	206,6	428,8	427,4	4 669,8
	2 438,5	82,1	:	15,3	445,0	333,7	2 110,0	9 941,0
	1 118,4	24,7	:	4,1	102,1	107,9	777,7	3 617,2
	1 320,1	57,4	:	11,2	342,9	225,8	1 332,3	6 323,8
	1 639,6	91,5	:	10,7	529,8	220,3	1 527,4	7 200,6
	546,8	21,6	:	3,3	118,7	68,5	514,1	2 292,3
	1 092,8	69,9	:	7,4	411,1	151,8	1 013,3	4 908,3
	1 766,2	82,1	:	10,8	446,4	258,9	2 244,1	9 754,2
	546,6	25,6	:	2,0	84,6	66,7	688,9	2 823,0
	1 219,6	56,5	:	8,8	361,8	192,2	1 555,2	6 931,2
	1 013,1	55,0	:	5,1	263,0	194,5	1 725,5	5 285,8
	177,7	9,6	:	0,8	28,0	23,9	265,8	758,0
	835,4	45,4	:	4,3	235,0	170,6	1 459,7	4 527,8
	1 756,7	46,5	:	22,0	286,9	263,6	2 052,1	10 348,1
	260,0	6,0	:	1,2	28,6	32,0	316,8	1 458,8
	1 496,7	40,5	:	20,8	258,3	231,6	1 735,3	8 889,3
	1 728,3	94,5	:	14,6	454,7	457,5	2 136,0	8 854,8
	162,0	3,6	:	0,9	33,0	11,5	207,8	703,1
	1 566,3	90,9	:	13,7	421,7	446,0	1 928,2	8 151,7
	171,2	10,5	:	5,4	53,5	55,7	216,8	884,6
	48,9	2,3	:	2,3	16,7	6,2	68,1	209,2
	122,3	8,2	:	3,1	36,8	49,5	148,7	675,4

FURTHER READING:

Monique Chalude

Les femmes et la mixité des emplois en banque : situation, rôles et changements
CEC, 1982, No V/2778/82

EUROSTAT 1990

Labour Force Survey. Results 1988

Theme 3: Population and social conditions

Series C: Accounts, surveys and statistics

Maryse Huet

La concentration des emplois féminins: ampleur, analyse, évolution
Archives et documents No 84, INSEE, June 1983, 138 pp.

Les politiques de l'emploi dans les Etats membres

Europe Sociale, 3, 1987, pp. 83-105

Robert M. Lindley

Prospects for European Labour Demand

Revue Européenne de Démographie No 3/4, 1987, pp. 383-410

OECD

Labour Force Statistics (series)

1967-1987

June 1989, 500 pp.

Chapter IX: HOURS WORKED AND ATYPICAL EMPLOYMENT

Length of the working week	94-95
Part-time work and family structure	96-97
Part-time work and temporary contracts	98-99
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In the last two chapters we examined the work status of women in the Community. We now turn to the peculiarities of jobs held by the same group of women. By analysing the number of hours worked per week and the type of employment contract (whether of fixed or indeterminate length), we are able to measure the extent to which female employment deviates from the norm of the full-time, permanent employment contract.

It is possible to distinguish between full-time and part-time work by examining the length of the average working week. It may not, however, be sufficient to work out a simple average, since this may conceal differences at a more detailed level. More accurate results can be achieved by dividing the population into five categories of weekly working hours.

This chapter also looks at the effects of family structure on female working hours. Women in some countries opt for shorter hours (part-time, half-time or less than half-time) because they have children.

The figures on part-time working and fixed-term contracts reveal the extent of female job insecurity. This will be examined inter alia in the context of industry, the distributive trades and other sectors of activity.

Average number of hours of work for pay per week¹ (1987)

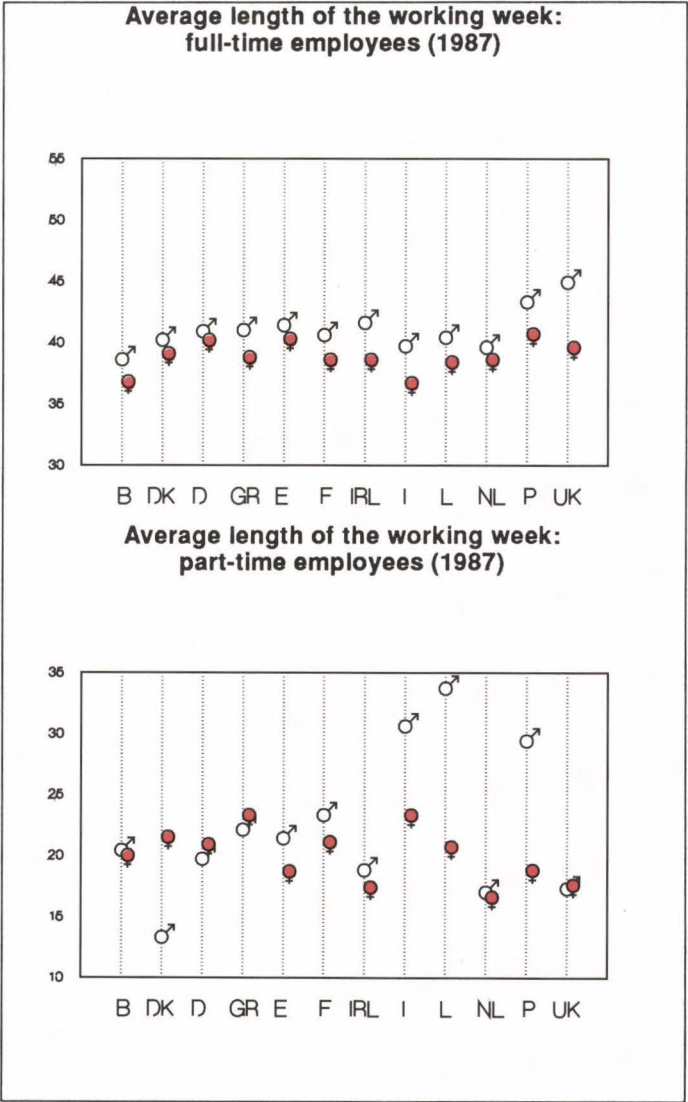
	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Full-time work													
women	36,8	39,1	40,2	38,8	40,3	38,6	38,6	36,7	38,4	38,6	40,7	39,6	39,0
men	38,6	40,2	40,9	41,0	41,4	40,6	41,6	39,7	40,4	39,6	43,3	44,9	41,4
Part-time work													
women	20,0	21,5	20,9	23,3	18,7	21,1	17,4	23,3	20,7	16,6	18,8	17,6	19,3
men	20,4	13,3	19,7	22,1	21,4	23,3	18,8	30,6	33,7	17,0	29,4	17,3	19,9

Length of the working week

Length of the female working week: the concepts of full-time and part-time work are more homogeneous than the distribution by specific categories of working hours.

The left-hand page shows the separate categories of full-time and part-time work in terms of the average number of hours worked per week. The table compares each Member State with the Community average; the two graphs highlight the disparities between men and women. The table on the right-hand page shows the percentage of women in each working hours category. The categories with the longest and shortest hours are also displayed in the form of graphs.

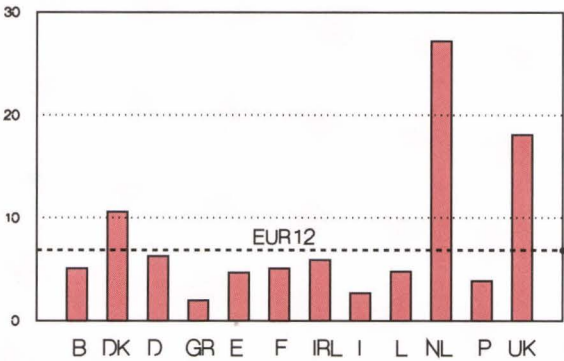
The average working week of approximately 40 hours is shorter for women than for men in all Member States, with the biggest gaps in the UK, Ireland and Italy. The gaps between national averages are more



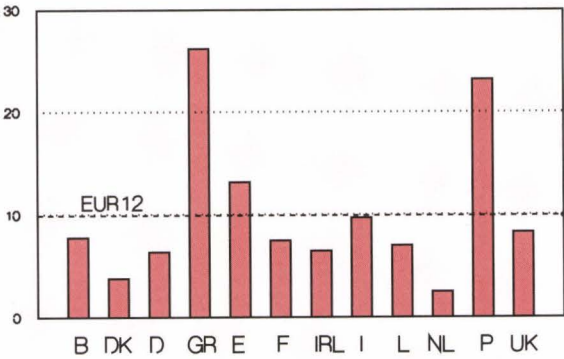
Distribution (%) of women by working hours category ² (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Hours per week													
- 1-15	5,1	10,6	6,3	2,0	4,7	5,1	5,9	2,7	4,8	27,2	3,9	18,1	6,8
- 16-25	18,7	15,5	18,5	8,2	6,9	11,6	10,8	13,1	12,2	21,3	7,2	18,7	13,8
- 26-35	9,3	18,3	7,3	11,7	10,2	11,9	16,8	7,6	5,5	13,2	7,3	15,7	10,8
- 36-45	56,2	51,7	61,5	51,4	64,9	55,7	55,6	65,2	70,5	35,7	54,8	39,3	56,4
- 46 or more	7,8	3,8	6,4	26,2	13,2	7,5	6,5	9,7	7,0	2,5	23,2	8,3	9,9

Percentage of women with jobs working 15 hours or less (1988)



Percentage of women with jobs working more than 45 hours (1988)



marked for part-time work; comparisons with the male workforce may be unreliable here because of the generally small numbers of men involved.

The differences between countries show up as soon as the percentages of women in each of the five categories of working week are substituted for average hours. Most European women work a 36- to 45-hour week; only a little over 13% work half-time (16 to 25 hours). The two graphs opposite highlight the frequency of short hours in the Netherlands, the UK and Denmark and of long hours in Greece, Portugal and Spain.

Percentage of women aged 30-34 in a specific family situation and working half-time or less (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Without children													
- 1-15 hours	3,6	2,0	1,9	0,5	4,2	2,1	0,8	2,3	1,9	8,1	1,5	2,3	2,6
- 16-25 hours	13,8	4,7	8,1	6,7	3,0	6,4	7,6	12,1	3,6	13,9	15,9	6,4	8,4
Child(ren) < 5 years													
- 1-15 hours	6,0	2,7	12,3	1,6	4,4	4,3	8,8	3,5	8,7	43,5	3,1	39,2	13,8
- 16-25 hours	24,7	14,1	37,8	12,7	6,5	12,8	18,5	17,3	24,7	38,2	8,4	27,7	20,8

Part-time work and family structure

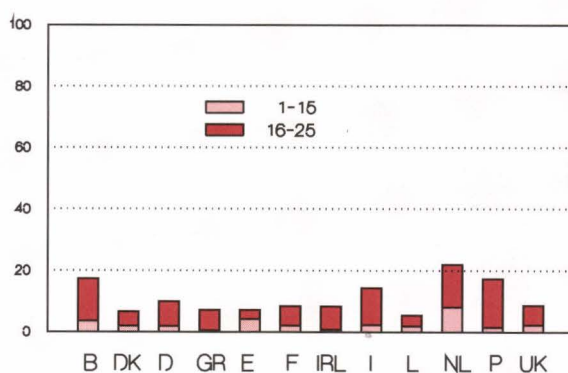
The effect of family structure on the female working week differs widely from one country to the next.

The double page shows the percentages of women aged 30-34 with jobs who work half-time (16 to 25 hours per week) or even less (1 to 15 hours). The graphs, each featuring the data in the table above it, represent women without children, mothers of at least one child aged under five, mothers of three or more and, lastly, all women aged 30-34. In the graphs, the upper portion of the columns denotes half-time working and the lower portion very short hours.

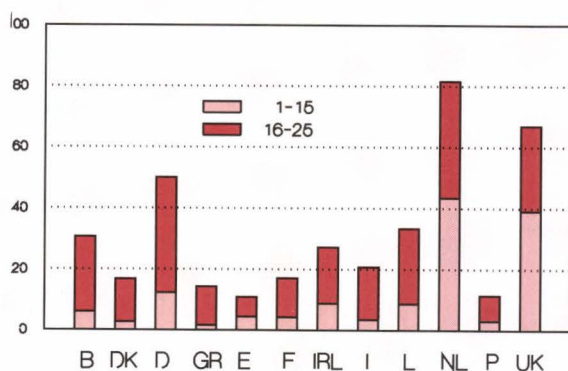
The exclusion of all but one female age group separates the effects of family structure from any variations due to the age of the mother.

Very short working hours are relatively rare amongst women without children, except in the Netherlands; roughly 14% of

Percentage of part-time jobs: women aged 30-34 without children (1988)

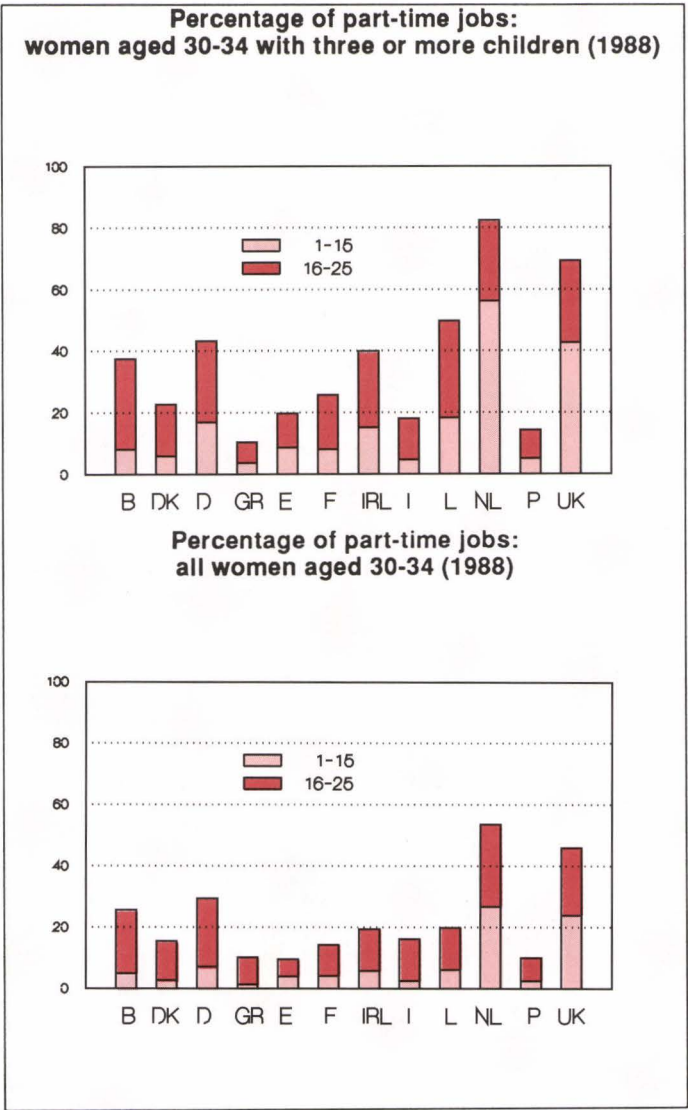


Percentage of part-time jobs: women aged 30-34 with one or more children under five (1988)



Percentage of women aged 30-34 in a specific family situation and working half-time or less (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
3 or more children													
- 1-15 hours	8,1	5,9	16,9	3,7	8,7	8,1	15,2	4,7	18,3	56,2	5,1	42,7	20,6
- 16-25 hours	29,4	16,9	26,4	6,7	11,1	17,6	24,7	13,4	31,5	26,2	9,2	26,8	20,5
All women													
- 1-15 hours	5,0	2,7	7,2	1,4	4,0	4,1	5,8	2,5	6,2	26,8	2,5	23,9	9,0
- 16-25 hours	20,7	12,8	22,3	8,9	5,6	10,2	13,6	13,7	13,7	26,9	7,6	22,1	16,0



his category work half-time. The percentages and national disparities increase with the number of children.

In the Netherlands and the UK, children are a strong incentive for women to opt for part-time work: some 40% work fewer than 16 hours per week once they have a child under five (the Community average is only a little over 13%).

Distribution (%) of working women by number of hours worked (1987)

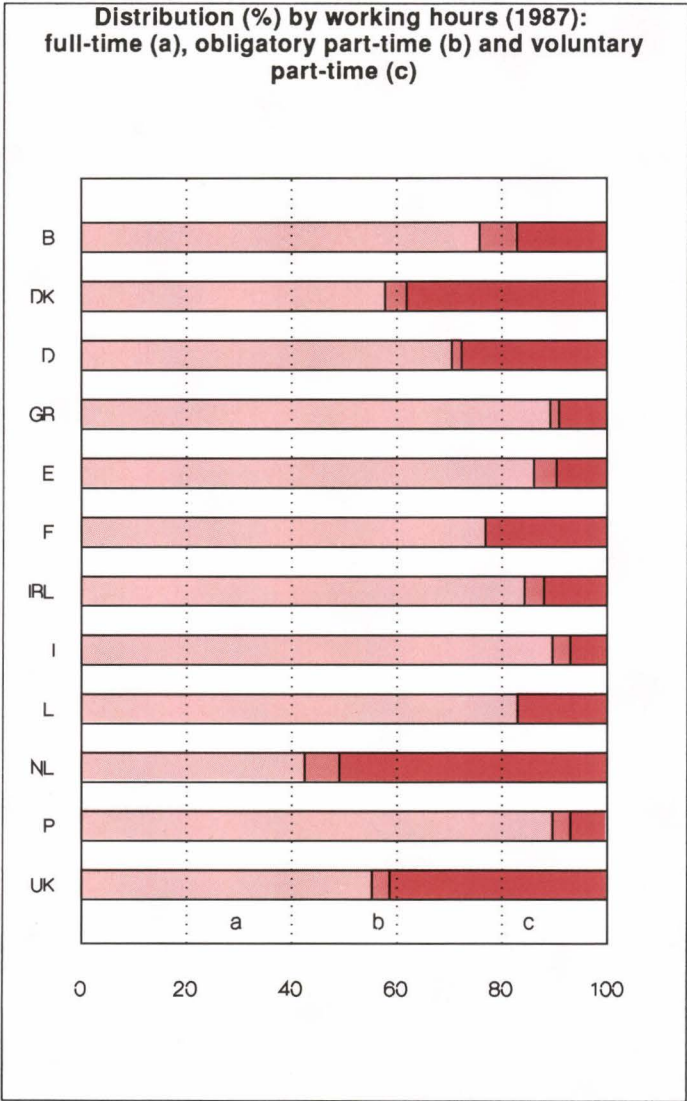
	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Full-time	75,8	57,8	70,5	89,2	86,1	76,9	84,3	89,6	83,0	42,5	89,6	55,3	72,1
Part-time	24,2	42,2	29,5	10,8	13,9	23,1	15,7	10,4	17,0	57,5	10,4	44,7	27,9
-by preference	17,1	38,1	27,6	9,1	9,6	:	12,0	7,0	:	50,9	7,0	41,4	24,7
-by obligation	7,1	4,1	1,9	1,7	4,3	:	3,7	3,4	:	6,6	3,4	3,3	3,2

Part-time work and temporary contracts

Part-time jobs and, to a lesser extent, temporary contracts are concentrated in certain Member States.

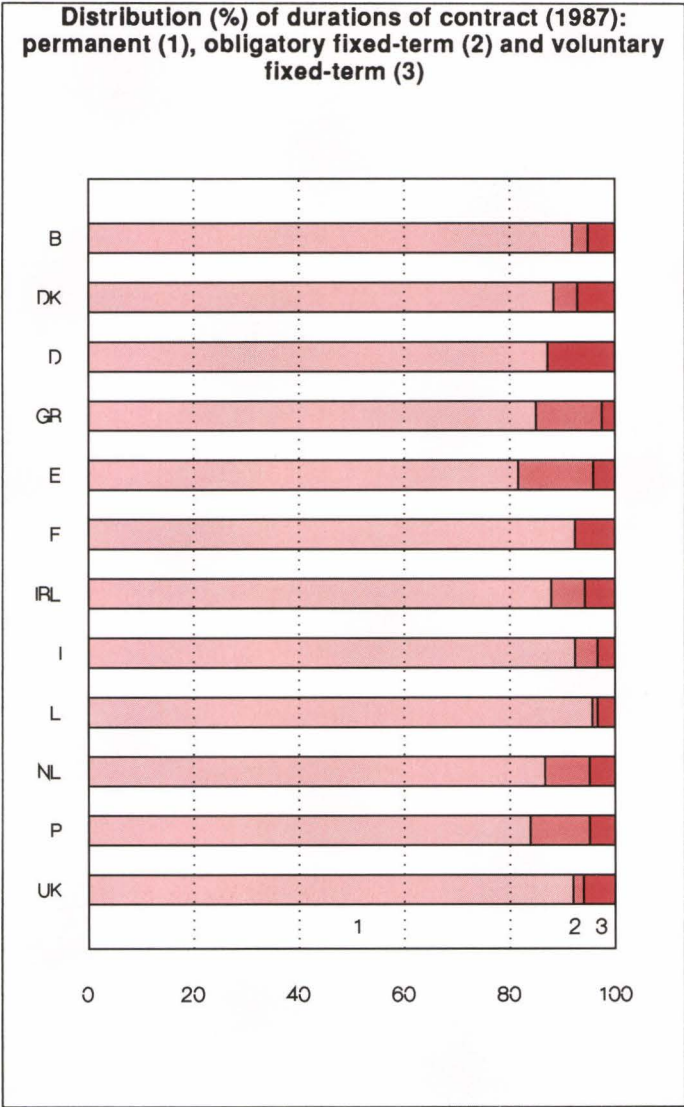
The two graphs on this double page each reproduce the percentages indicated in the tables. On the left, a distinction is made between full-time (a), obligatory part-time (b) and voluntary part-time work (c). The categories in the right-hand graph are permanent contracts (1), obligatory fixed-term contracts (2) and voluntary fixed-term contracts (3).

In all Member States except the Netherlands, the great majority of women with jobs work full-time, but with the UK and Denmark clearly below the Community average of 72%. It also appears that European women who work part-time generally do so by choice and that only a minority are obliged to work short hours (although these amount to almost half the number of voluntary part-time workers in Belgium, Spain, Italy and Portugal).



Distribution (%) of working women by duration of employment contract ²(1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Type of contract:													
permanent	91,9	88,4	87,2	85,0	81,6	92,4	87,9	92,4	95,7	86,7	83,9	92,0	89,4
fixed-term	8,1	11,6	12,8	15,0	18,4	7,6	12,1	7,6	4,3	13,3	16,1	8,0	10,6
-by preference	5,1	7,1	:	2,5	4,1	:	5,7	3,3	3,3	4,8	4,8	6,0	5,3
-by obligation	3,0	4,5	:	12,5	14,3	:	6,4	4,3	1,0	8,5	11,3	2,0	5,3



Most women work on the basis of permanent contracts. Some 10% have temporary or fixed-term contracts; these are relatively common in Spain, Portugal, Greece and the Netherlands, where most are obligatory.

Extent (%) of part-time working in three sectors ³ (1988)

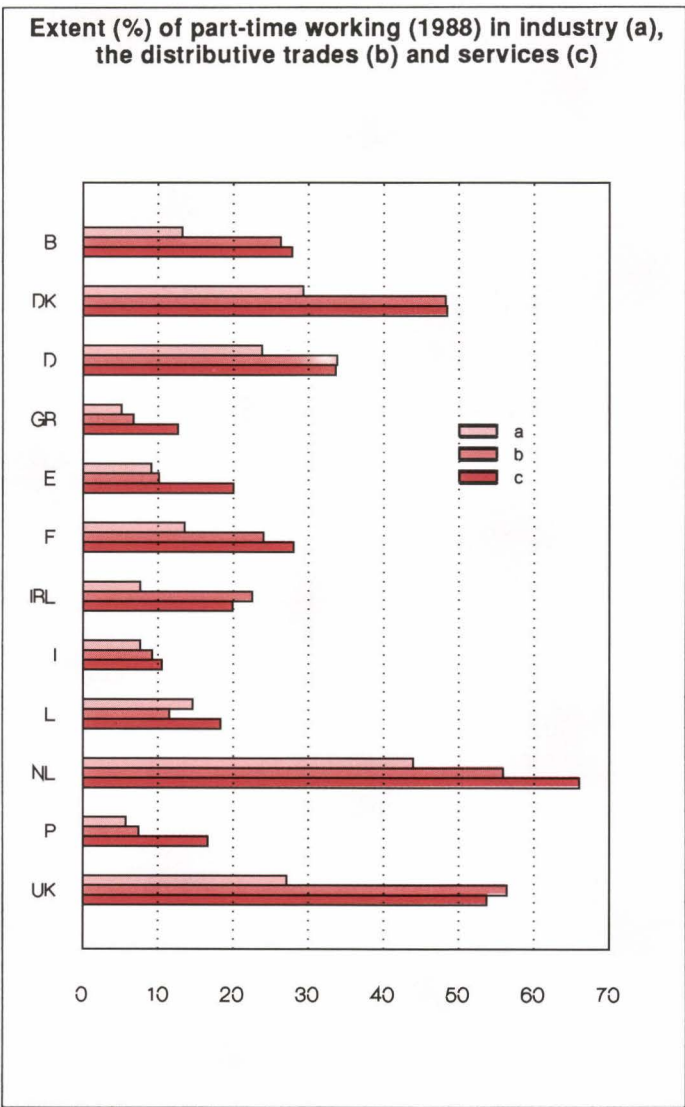
	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Industry	13,2	29,3	23,8	5,1	9,1	13,5	7,6	7,6	14,6	43,9	5,7	27,1	18,2
Distributive trades	26,3	48,2	33,8	6,7	10,1	24,0	22,5	9,2	11,5	55,9	7,4	56,4	32,0
Services	27,8	48,4	33,6	12,6	20,0	28,0	19,9	10,5	18,3	66,0	16,6	53,7	34,7
All sectors	23,4	41,5	30,6	10,3	13,0	23,7	17,0	10,4	15,0	57,4	10,5	44,1	28,0

Female job insecurity by sector

Temporary contracts and, to a still greater extent, part-time working are concentrated in the distributive trades and services and are less frequent in industry.

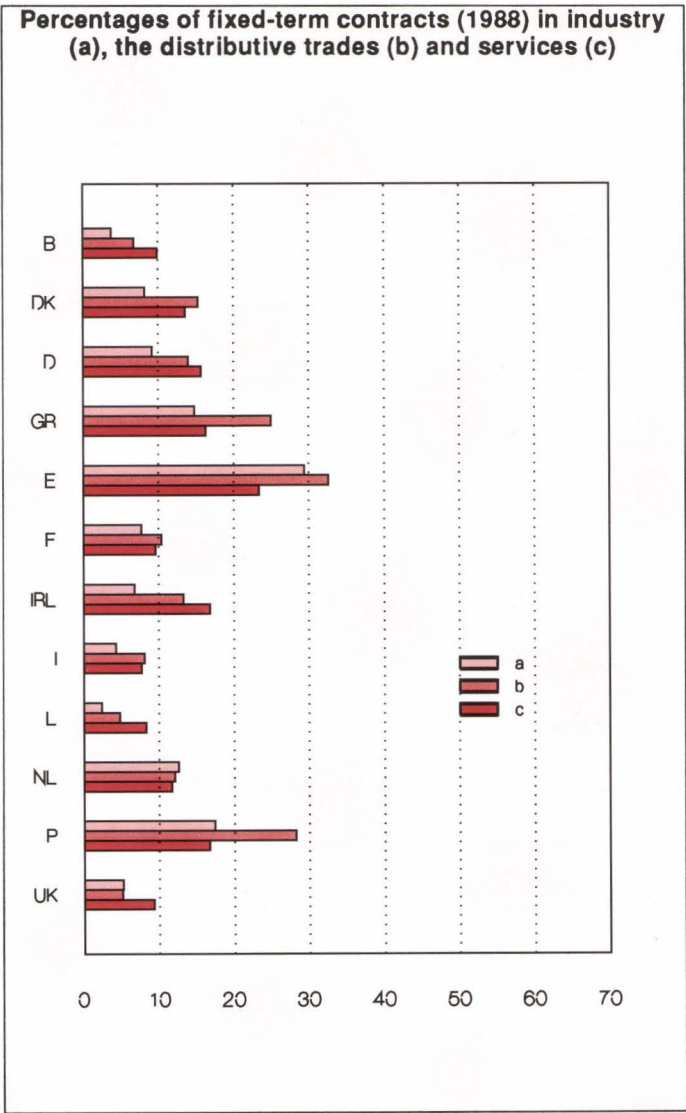
The double page analyses the extent of part-time working on the left and numbers of temporary contracts on the right in three sectors of activity: industry, the distributive trades and services (i.e. services to the community, individuals and households). The two graphs allocate to each Member State three horizontal bars signifying, from the top down, industry (a), the distributive trades (b) and services (c).

On average across the Community, part-time working is far less frequent in industry than in the other sectors. The gaps are very wide, however: 43.9% for the Netherlands compared with 5.1% for Greece. The con-



Percentages of fixed-term contracts in three sectors ³ (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Industry	3,8	8,2	9,2	14,8	29,4	7,7	6,8	4,3	2,4	12,6	17,4	5,2	9,0
Distributive trades	6,8	15,3	14,0	25,0	32,6	10,4	13,3	8,1	4,8	12,1	28,2	5,1	13,6
Services	9,9	13,6	15,7	16,3	23,4	9,6	16,8	7,7	8,3	11,7	16,7	9,3	12,0
All sectors	8,1	11,8	12,7	15,7	26,8	8,5	11,9	8,0	5,0	11,9	18,9	7,6	10,9



trasts are somewhat less marked in the distributive trades and services, the highest averages occurring in the UK, the Netherlands and Denmark.

The figures on fixed-term contracts show that the disparities between countries are smaller here. The rates in industry are still lower than in the other sectors, except in Spain, Portugal, Greece and the Netherlands. There are very marked differences between countries in the distributive trades.

NOTES:

- 1 The length of the working week is equivalent to the number of hours declared by the persons concerned as their normal working week. The calculation omits persons unable to state their usual working hours because, for example, these vary widely from one week to the next.
- 2 The totals indicated in the table on the distribution of women by working hours category do not add up to 100, since there is a "working hours undeclared" category.
- 3 The "Services" heading here covers services to the community, to individuals and to households.

FURTHER READING:

Daniel Baroin and Jocelyne Loos

Protection juridique et couverture sociale du travail à temps partiel en Europe

Droit social No 7/8, July-August 1982, pp. 260-266

EUROSTAT 1990

Labour Force Survey. Results 1988

Theme 3: Population and social conditions

Series C: Accounts, surveys and statistics

Danièle Kergoat

Les femmes et le travail à temps partiel

Document travail emploi

Ministère du travail, de l'emploi et de la formation professionnelle, 1984, 227 pp.

Danièle Meulders and Robert Plasman

Women in atypical employment

CEC 1989, No V/1426/89

Programme de travail pour 1989-1992 et après : Nouvelles possibilités d'action pour améliorer les conditions de vie et de travail en Europe

European Foundation for the Improvement of Living and Working Conditions, Dublin 1989, 84 pp.

Time for work, time for the family

XVIIème conférence des ministres européens chargés des affaires familiales, Rome, 20-22 May 1981

Council of Europe, Strasbourg 1981

Eliane Vogel-Polsky

De la problématique des actions positives en Europe

in "Famille, Etat et sécurité d'existence", volume II

Story Scientia, Brussels 1988, pp. 1043/1074

Chapter X: UNEMPLOYMENT AND JOB-SEEKING

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This chapter is concerned with the unemployed, i.e. persons without jobs and actively seeking them. In most cases figures are shown for both sexes, since comparisons between male and female rates are useful for identifying patterns. The data on males are, however, omitted from some of the graphs in order to highlight phenomena specific to women.

The level of unemployment can be measured in two ways: in absolute figures and as a percentage of the active population, which includes those seeking work as well as those with jobs. It then becomes clear that, although in total there are fewer women than men seeking work, women have a higher rate of unemployment. We then examine the relative weight of the various reasons for unemployment: redundancy, dismissal, resignation; desire to return to work after a period without economic activity; the search for a first job. The distribution of these three major categories differs considerably between the sexes.

Trends in unemployment, rising or falling depending on the country, also have to be considered. The phenomenon is also to some extent dependent on age, family status and sector of activity. Lastly, we break the figures down by duration of unemployment, i.e. short-term or long-term.

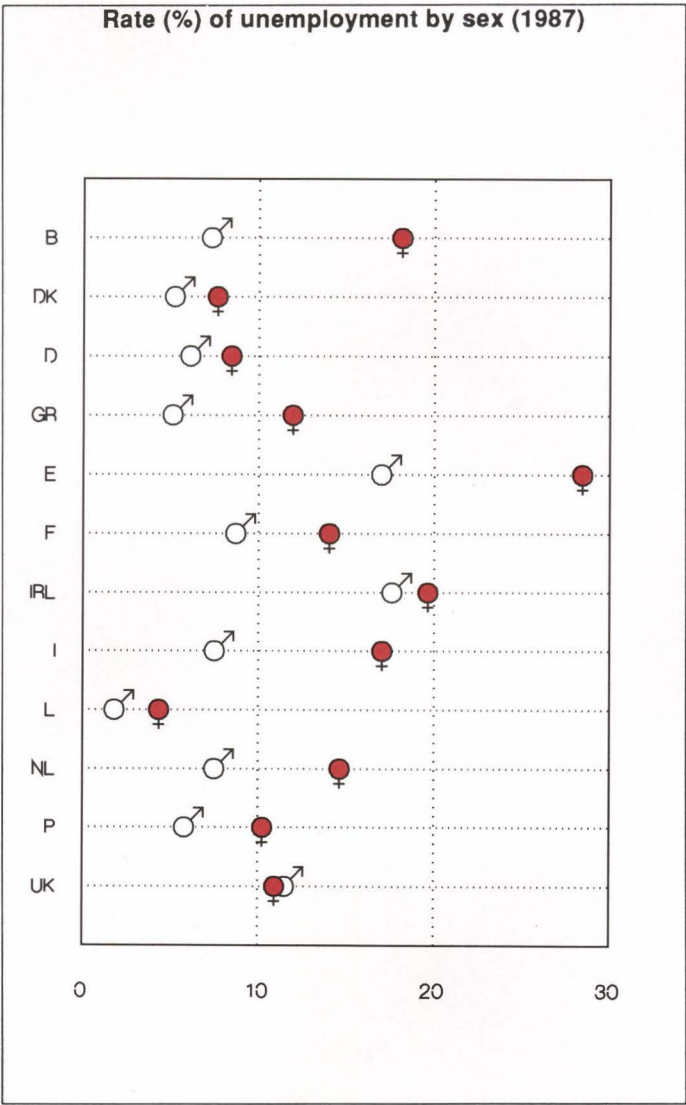
Individuals unemployed and unemployment rate (%) (1987)

		B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Thousands	F	266	92	893	158	1 311	1 399	83	1 358	2	344	191	1 226	7 321
	M	175	79	1 050	128	1 630	1 175	157	1 115	2	305	159	1 847	7 823
Unemployment rate	F	17,6	7,1	7,9	11,4	27,9	13,5	19,1	16,5	3,8	14,1	9,7	10,4	13,2
	M	7,3	5,2	6,1	5,1	17,0	8,7	17,6	7,5	1,8	7,5	5,8	11,5	9,1
Ratio	F/M	2,4	1,4	1,3	2,2	1,6	1,6	1,1	2,2	(2,1)	1,9	1,7	0,9	1,4

Levels and circumstances of unemployment

A higher unemployment rate for women than for men; percentages of women seeking a first job or wishing to return to work are always higher.

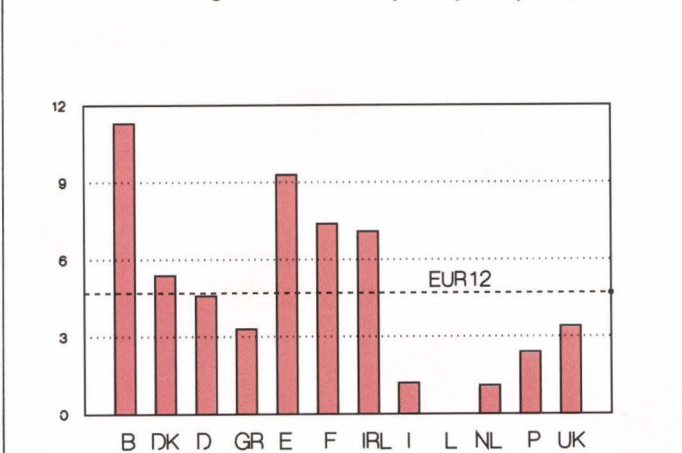
The left-hand page indicates the various levels of male and female unemployment in the twelve Member States; the differences are displayed in the graph. The right-hand page shows three different reasons for unemployment: loss of or resignation from a job, the search for a first job and the desire to return to work after a period of non-activity (often to bring up children). In total there are slightly fewer women than men without jobs in the Community, but the rate of female unemployment is 45% higher than the rate for males. Only the UK has a lower percentage of jobless women than men; by contrast, the rate is very high for women in Belgium, Greece, Italy and the Netherlands.



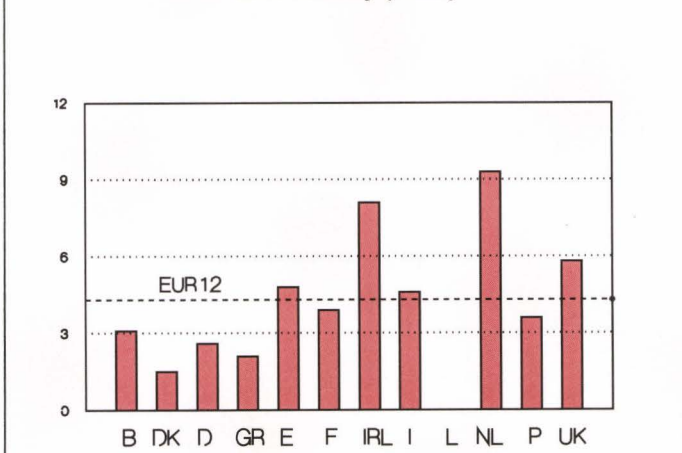
Breakdown of unemployment rate by reason for unemployment: loss of or resignation from a job, search for a first job, desire to return to work (1987)

		B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Loss or resignation	F	11,3	5,4	4,6	3,3	9,3	7,4	7,1	1,2	:	1,1	2,4	3,4	4,7
	M	5,2	3,8	4,8	3,0	10,0	5,8	13,5	1,0	:	1,7	2,3	7,7	5,2
First job	F	3,2	(0,3)	0,8	6,0	13,8	2,0	3,7	10,7	:	3,6	3,7	1,3	4,1
	M	1,2	(0,3)	0,3	1,6	4,8	0,9	2,5	4,3	:	1,7	1,3	1,2	2,0
Return to work	F	3,1	1,5	2,6	2,1	4,8	3,9	8,1	4,6	:	9,3	3,6	5,8	4,3
	H	0,9	1,1	1,0	0,5	2,3	1,8	1,6	2,1	:	4,0	2,1	2,6	1,9

Percentage of women unemployed following loss of or resignation from a post (1987)



Percentage of women unemployed following a period of non-activity (1987)



In the Community as a whole, approximately one-third of unemployed women on average are jobless for each of the three reasons quoted. Belgium, France and Ireland have large numbers of women unemployed after losing their jobs, while Italy, the Netherlands and Portugal have very few. Spain and Italy have large numbers seeking first jobs. The percentage of women wishing to return to work but unemployed is particularly high in the Netherlands, Ireland and the UK.

1983-1988 trends in the unemployment rate (%)



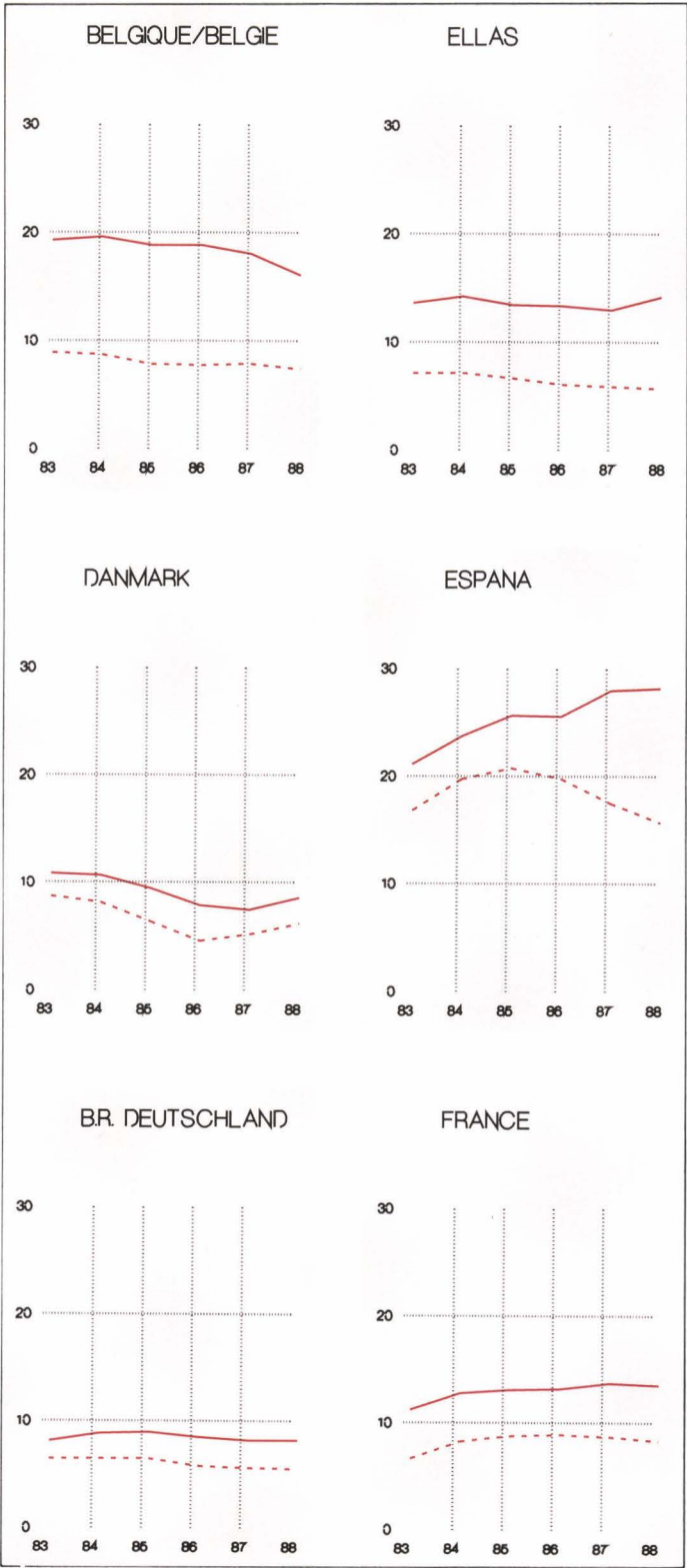
Trends in unemployment

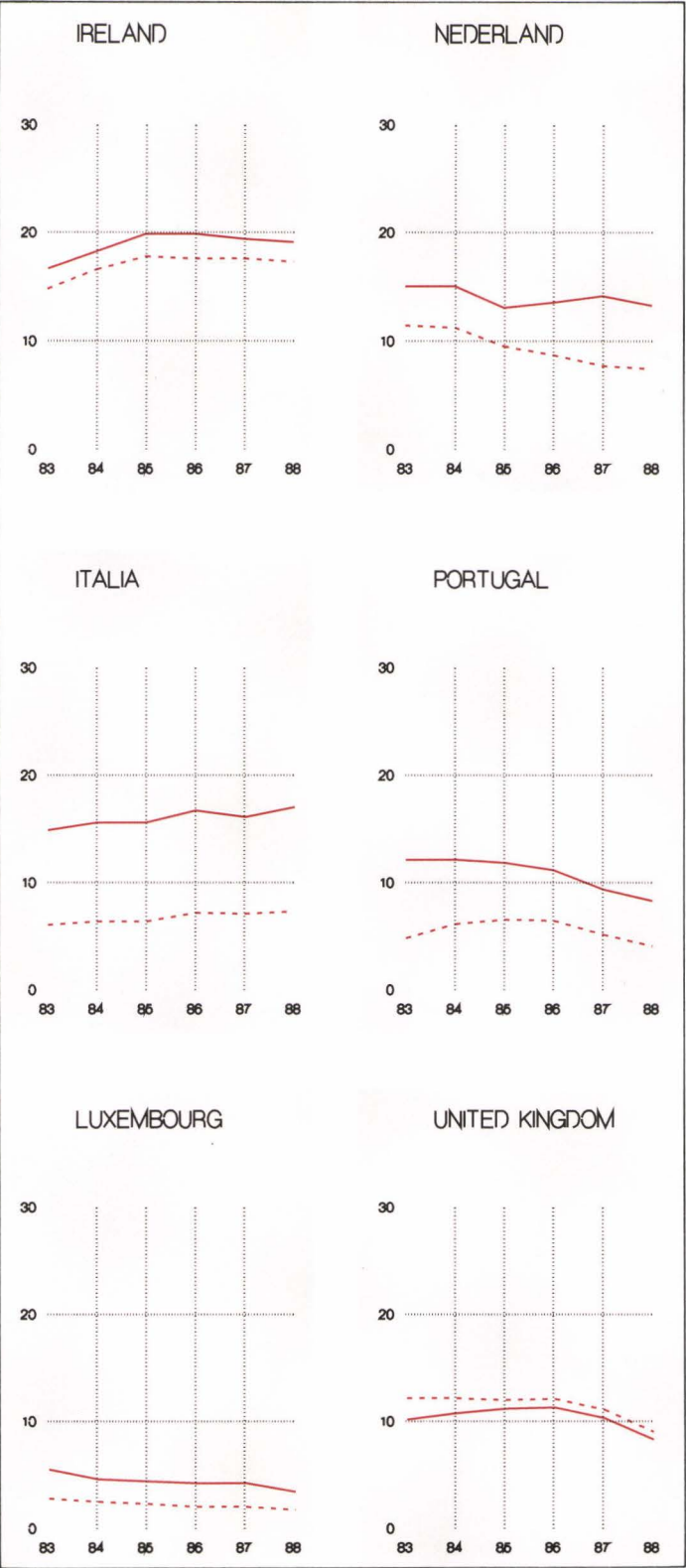
Trends differ widely across the Community.

The double page shows twelve graphs indicating trends in unemployment between 1983 and 1988 in the form of two curves, one for men and one for women, with the percentages on the y-axis. The profiles differ too widely to be grouped into families.

Female unemployment in Belgium is high both in absolute figures and by comparison with the male rate, but the trends for both sexes are falling. The two curves for Denmark are parallel except for a slightly later upturn for women (1987 as compared with 1986 for men). Both rates are low and declining slightly in Germany.

The two curves for Greece begin with a gradual decline, but 1986 shows the beginnings of an upturn for women. Both rates are particularly high in Spain but the curves diverge totally after 1986, falling for





men and rising for women. The curves for France are more or less parallel until the female rate declines slightly in 1987.

The two trends in Ireland are similar, each showing a slight improvement since 1986. Female unemployment in Italy is increasing at the same pace as that for men, but at twice the level. Both rates are very low and falling steadily in Luxembourg.

In the Netherlands the unemployment curve for women is irregular, unlike the steadily-falling male trend. The female unemployment rate in Portugal fell throughout the reference period to a level closer to that of men, on the decline since 1986-87. Unemployment of both sexes declined in the UK after 1987.

Female unemployment rate (%) by age group (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
15-19 years	40,6	8,4	8,5	39,4	55,0	39,0	32,9	49,3	(13,6)	29,2	22,7	16,8	27,8
20-24 years	26,7	11,1	7,1	31,3	46,7	23,9	18,2	35,5	.	12,3	21,5	13,8	21,9
25-29 years	18,0	10,4	9,5	16,1	31,5	15,1	14,8	20,9	.	12,3	13,0	14,2	16,1
30-34 years	17,5	5,9	9,2	9,5	21,4	12,2	19,7	11,7	.	15,8	9,3	12,3	12,4
All ages	17,6	7,1	7,9	11,4	27,9	13,5	19,1	16,5	3,8	14,1	9,7	10,4	13,2

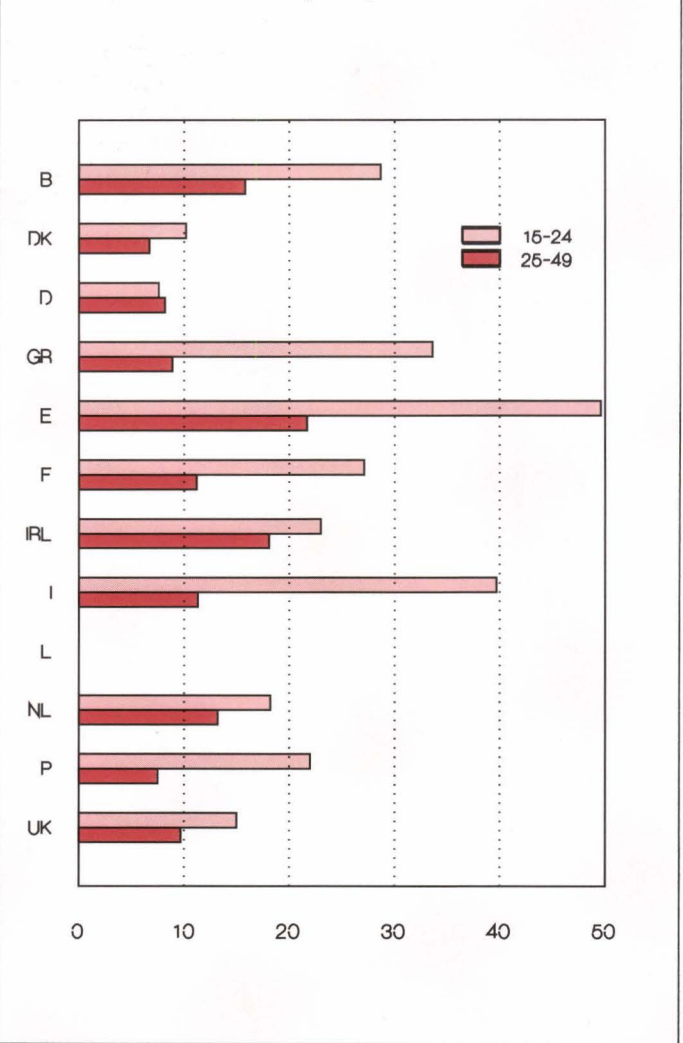
Unemployment, age and family status

Most jobless women are young and single.

On the left-hand page, the unemployment rate is calculated for various female age groups: the table shows the four youngest age groups plus women of all ages; the graph compares the positions of young and older women by depicting two broader groups, those aged 15-24 and those aged 25-49. The unemployment rates shown on the right-hand page are a function of family or marital status: the table distinguishes single women from their married, widowed or divorced counterparts, while the graph juxtaposes and contrasts single and married women only.

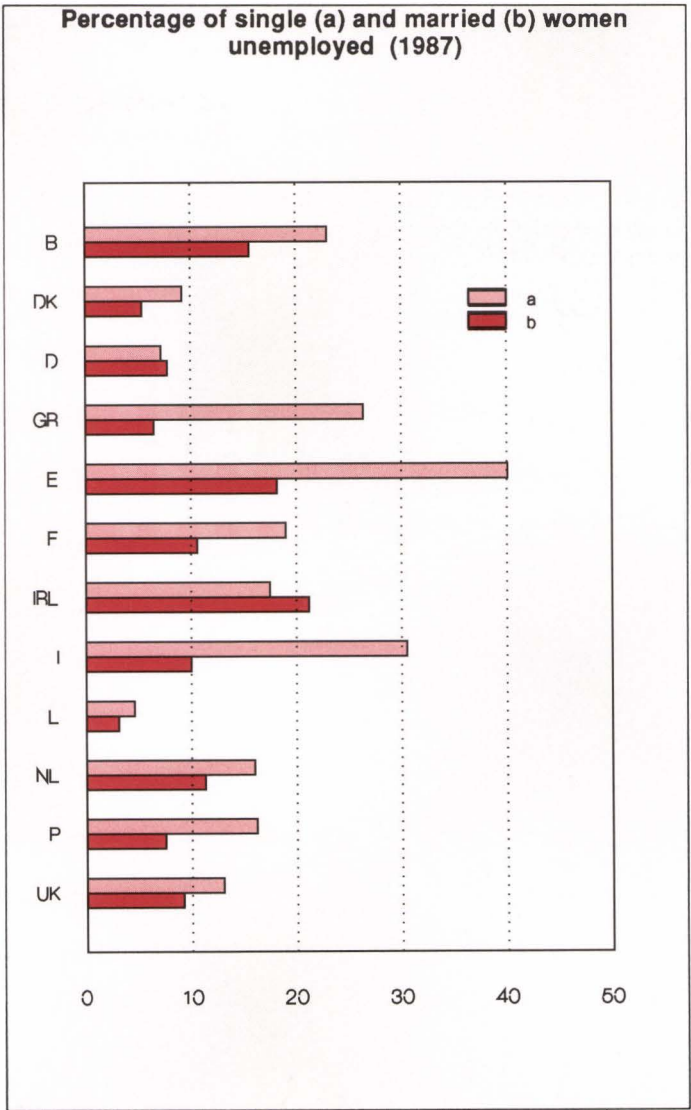
Except in Germany, more young women than older women are unemployed, with very marked disparities in Spain, Italy and Greece.

Percentage of women aged 15-24 and 25-49 unemployed (1987)



Female unemployment rate (%) by marital status (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Single women	23,0	9,2	7,2	26,4	40,1	19,0	17,5	30,5	(4,6)	16,0	16,2	13,0	19,5
Married women	15,6	5,4	7,8	6,5	18,2	10,6	21,2	10,0	(3,1)	11,3	7,5	9,2	10,0
Widows/divorcees	19,8	9,0	10,8	9,3	16,8	15,6	0,0	6,8	(0,0)	23,0	5,0	13,2	12,8



There are also more single than married women seeking jobs. Since more younger women are single, however, the data on the right-hand page are fairly consistent with those on the left.

Germany and Ireland are the only two Member States in which the unemployment rate for single women is lower than that for married women. The reverse is true, and the gaps between the two categories particularly wide, in Greece, Italy and Spain.

Duration of unemployment
(1987)

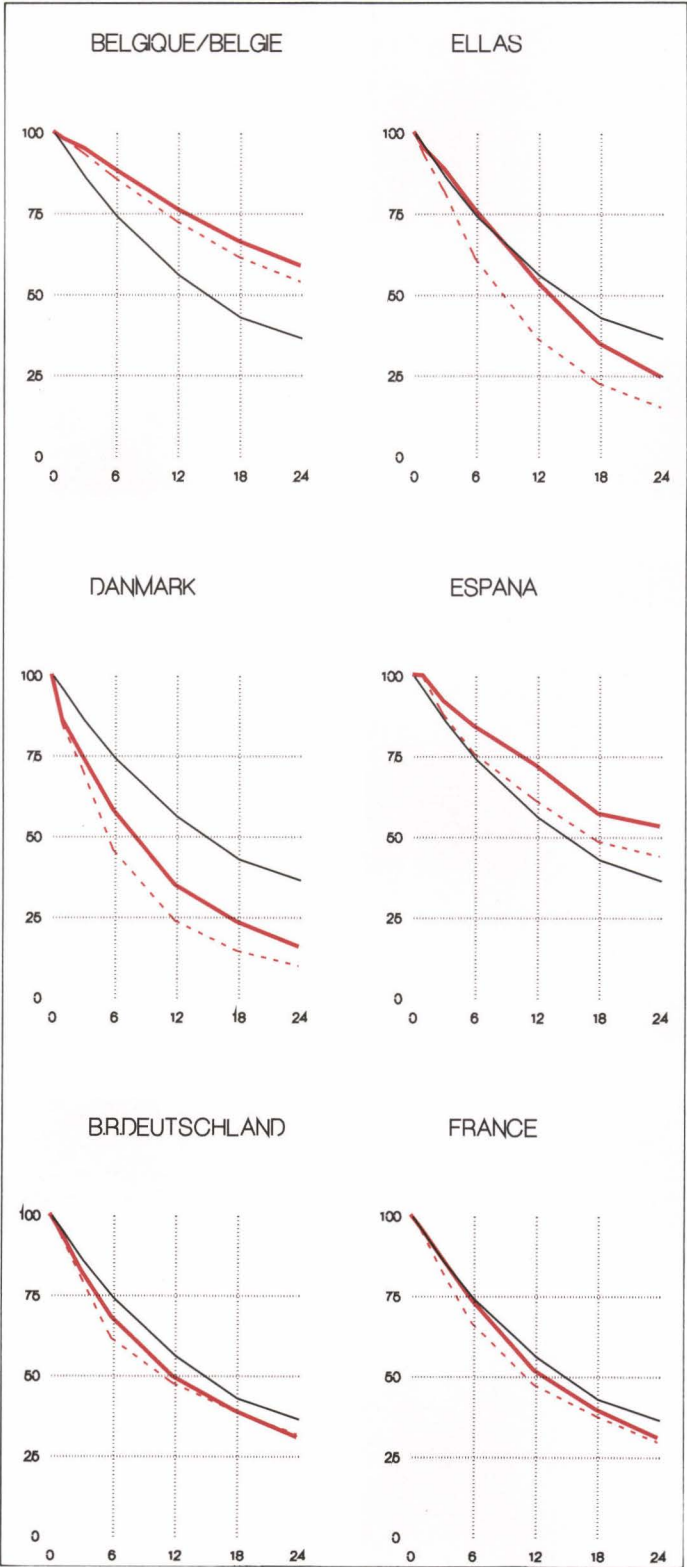


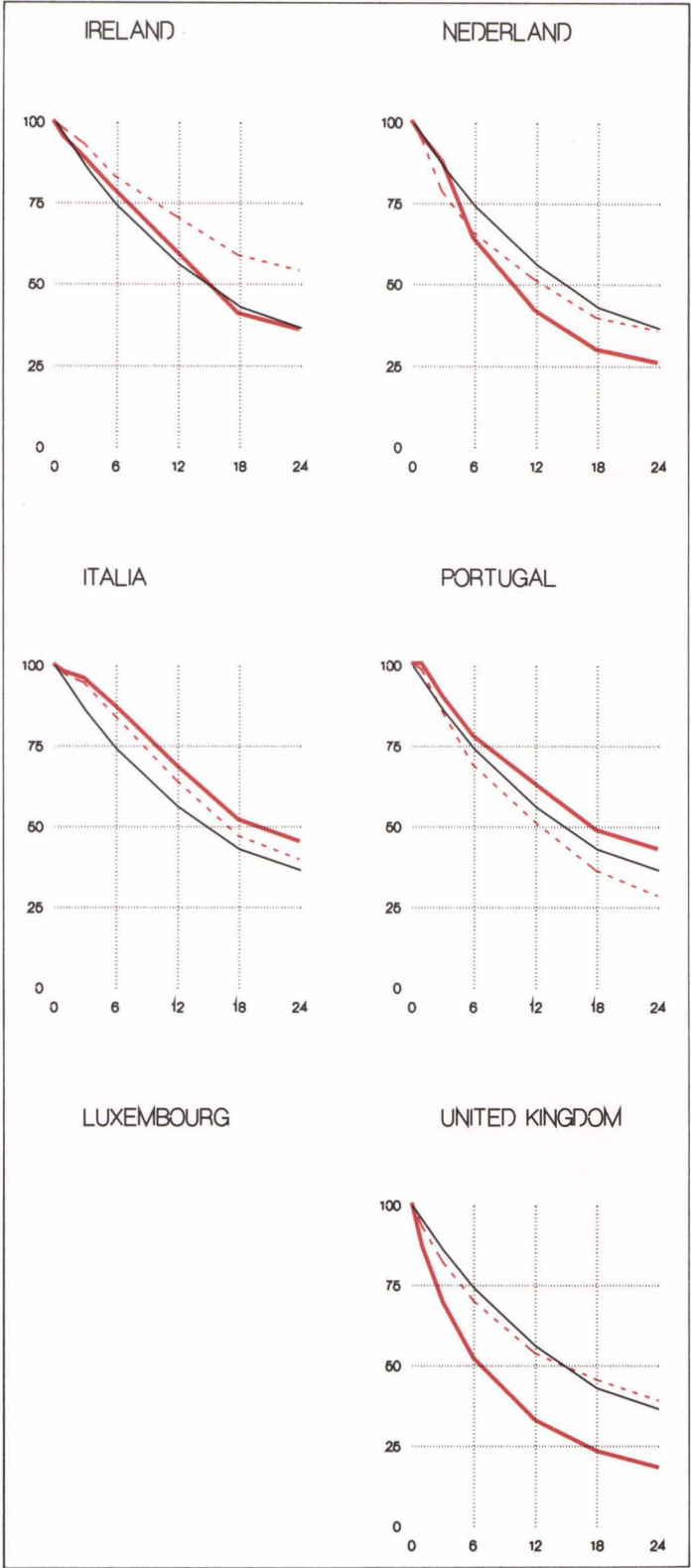
Duration of unemployment

Many long-term unemployed in some countries.

The "duration of unemployment" variable measures the distribution of the unemployed by the time which has elapsed since they were registered as such. The x-axis measures the time spent without a job on a scale ranging from 0 to 24 months minimum; curves which descend only gradually thus indicate a high rate of long-term unemployment. Each graph contains a length-of-unemployment curve for women, one for men and a reference curve denoting the Community average for women.

More than 60% of jobless women in Belgium have been unemployed for 18 months or more - the highest score in the Community. Unemployment tends to be very short-lived in Denmark compared with the Community average, and its length is diminishing slightly in Germany.





In Greece, fewer women than average remain unemployed for longer than twelve months, but men are still considerably better off. Spain has a high rate of long-term female unemployment. The position in France is largely similar to that in Germany.

Although Ireland has a high rate of long-term male unemployment, the female rate is very close to the Community average; the rate in Italy is almost equally above average for both sexes. Women in the Netherlands tend to find work considerably more quickly than their male counterparts and the Community average. The female curve for Portugal is higher than the other two. Long-term unemployment for women in the UK is far below both the male rate and the Community average; the patterns of female unemployment are similar here and in Denmark, the two countries with the lowest long-term figures.

Sectoral rate (%) of unemployment generated by industry ¹ (1987)

		B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
All industry	F	9,7	6,4	3,9	7,1	11,8	10,0	10,4	4,0	.	4,3	4,0	4,2	5,9
	M	3,5	4,9	3,9	4,2	10,9	7,2	14,8	2,8	.	2,2	4,0	5,7	5,4
Metals/ precision engineering	F	8,9	(7,0)	3,3	.	12,1	8,2	.	(2,9)	.	.	.	3,8	4,9
	M	3,0	5,6	2,6	(3,4)	6,2	6,3	12,2	1,1	.	1,9	3,4	5,1	3,9
Manufacturing industries	F	9,8	6,8	4,9	7,3	12,3	12,3	11,6	4,3	.	5,0	3,6	4,9	6,8
	M	2,9	3,1	3,0	2,9	8,7	7,8	11,6	2,0	.	2,5	2,2	4,5	4,5

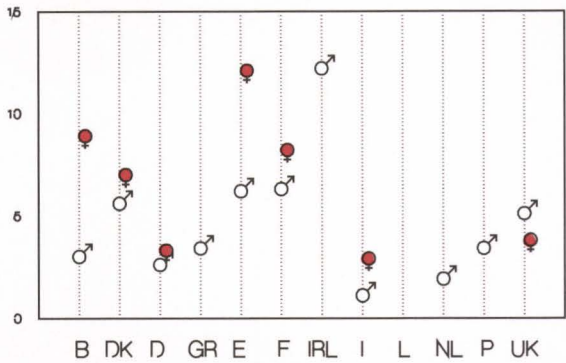
Unemployment and sectors of activity

On average, more women are unemployed and there is more disparity between Member States in industry than in services.

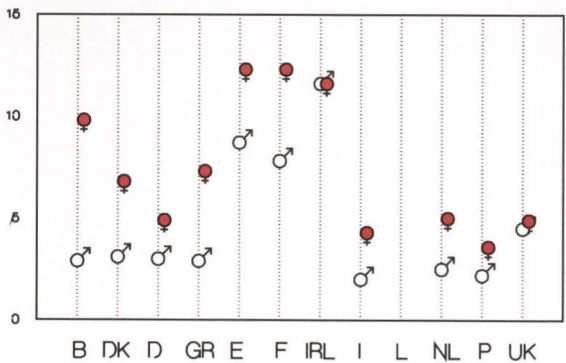
The double page shows the rates of unemployment in different sectors (for a precise definition, see Note 1): industry appears on the left and services on the right. Only unemployment due to the loss of or resignation from a post within the past three years has been taken into account here. Industry is broken down into metals and metal product manufacture/precision engineering and other manufacturing industries. Services are broken down into the distributive trades, catering and other services.

The metals/precision engineering sector has generated a high level of female unemployment in Spain, Belgium and France; in the other manufacturing industries Greece and Ireland

Sectoral rate (%) of unemployment generated (1987): metals and metal product manufacture/precision engineering



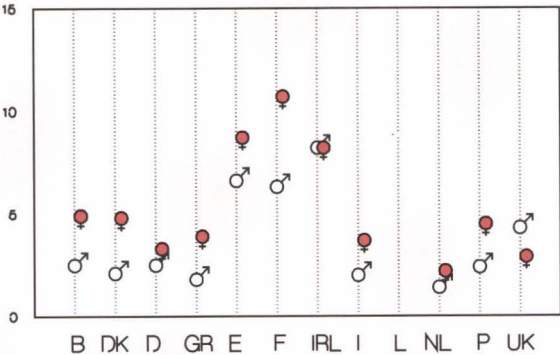
Sectoral rate (%) of unemployment generated (1987): manufacturing



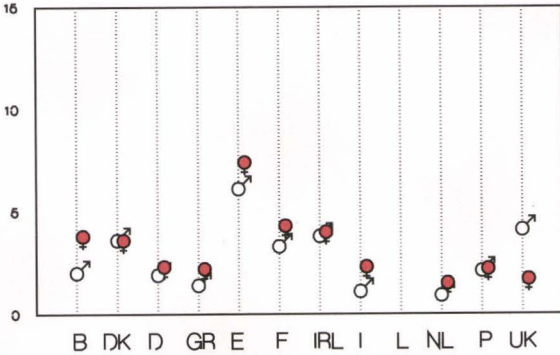
Sectoral rate (%) of unemployment generated by services ¹ (1987)

		B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
All services	F	4,3	3,8	2,4	3,0	8,1	5,6	5,4	3,0	.	1,7	3,0	2,1	3,6
	M	1,8	2,4	1,9	2,4	5,9	4,0	5,9	1,5	.	1,0	2,0	3,7	2,9
Distributive trades/ catering	F	4,9	4,8	3,3	3,9	8,7	10,7	8,2	3,7	.	2,2	4,5	2,9	5,0
	M	2,5	2,1	2,5	1,8	6,6	6,3	8,2	2,0	.	1,4	2,4	4,3	3,8
Serv. to community and individuals	F	3,8	3,6	2,3	2,2	7,4	4,3	4,0	2,3	.	1,5	2,2	1,7	3,0
	M	2,0	3,6	1,9	(1,4)	6,1	3,3	(3,8)	1,1	.	0,9	(2,1)	4,1	2,7

Sectoral rate (%) of unemployment generated (1987):
distributive trades, hotels and restaurants (catering)



Sectoral rate (%) of unemployment generated (1987):
services to the community and individuals



have high rates as well as the first three countries. Except in Ireland and the UK, industry generates more female than male unemployment.

The highest jobless rates in the services sector are in the distributive trades and catering: most fall between 2% and 5% except in France, Spain and Ireland, where they are as high as 8-10%. Unemployment in the other services, i.e. services to individuals and the community, is 2-4% other than in Spain, where it is appreciably higher.

		B	DK	D	GR	E
Total population						
Unemployed persons (thousands)	T	441	171	1 943	286	2 941
	F	265	92	893	158	1 310
	M	175	79	1 050	128	1 630
Employed persons	T	3 473	2 631	26 562	3 597	11 330
	F	1 242	1 198	10 380	1 233	3 382
	M	2 232	1 433	16 182	2 364	7 947
Employed persons seeking other jobs	T	113	192	623	94	511
	F	59	100	260	29	186
	M	53	92	363	65	324
Non-active persons	T	4 189	1 452	23 632	3 953	16 222
	F	2 680	877	16 229	2 708	11 161
	M	1 509	575	7 403	1 246	5 061
Unemployment rate	T	11,3	6,1	6,8	7,4	20,6
	F	17,6	7,1	7,9	11,4	27,9
	M	7,3	5,2	6,1	5,1	17,0
Employment rate	T	42,9	61,9	50,9	45,9	37,2
	F	29,7	55,3	37,7	30,1	21,3
	M	57,0	68,7	65,7	63,2	54,9
Median duration of unemployment	T	24	6,6	11,3	10,9	21,1
	F	24	8,0	11,7	13,1	24
	M	24	5,4	10,7	8,6	17,1
Percentage of long- term unemployed (2 years or more)	T	56,6	12,7	31,0	20,4	47,8
	F	58,8	15,4	30,5	24,8	52,9
	M	53,5	9,4	31,5	14,7	43,6
Trend in female unemployment rate	1983	19,1	10,6	7,9	13,3	20,8
	84	19,4	10,4	8,6	13,9	23,4
	85	18,6	9,2	8,7	13,1	25,3
	86	18,6	7,6	8,2	13,0	25,2
	87	17,8	7,2	7,9	12,6	27,6
Under-25s						
Unemployed persons (thousands)	T	130	52	411	125	1 411
	F	84	28	198	77	725
	M	46	25	213	48	686
Unemployment rate	T	21,4	8,9	7,5	24,8	43,5
	F	28,7	10,0	7,6	33,7	49,6
	M	14,7	8,0	7,4	17,4	38,4
Persons seeking first job	T	64	6	98	89	876
	F	40	(3)	63	58	493
	M	23	(3)	35	30	382
Employed persons seeking other jobs	T	44	66	154	32	219
	F	25	35	83	11	97
	M	18	31	71	20	121

	F	IRL	I	L	NL	P	UK	EUR12
	2 574	369	2 473	4	649	350	3 073	15 144
	1 399	83	1 358	2	344	191	1 226	7 321
	1 175	157	1 115	2	305	159	1 847	7 823
	21 396	1 084	20 665	154	5 851	4 354	24 816	125 913
	8 987	351	6 870	54	2 102	1 777	10 534	48 109
	12 409	733	13 795	101	3 750	2 577	14 283	77 804
	1 325	68	938	3	660	170	1 607	6 302
	641	25	343	(1)	292	72	668	2 678
	683	42	595	(1)	368	98	939	3 624
	19 006	1 213	23 921	148	5 267	3 447	18 270	120 720
	12 172	840	16 279	103	3 529	2 338	12 152	81 067
	6 834	373	7 642	45	1 739	1 109	6 119	39 653
	10,7	18,1	10,7	2,5	10,0	7,4	11,0	10,7
	13,5	19,1	16,5	3,8	14,1	9,7	10,4	13,2
	8,7	17,6	7,5	1,8	7,5	5,8	11,5	9,1
	49,8	42,7	43,9	50,4	49,7	53,4	53,8	48,1
	39,8	27,6	28,0	33,9	35,2	41,3	44,1	35,2
	60,8	58,1	61,2	68,0	64,7	67,0	64,2	62,1
	12,3	19,9	17,8	—	10,6	14,6	10,3	14,7
	12,7	15,0	19,4	—	9,7	17,2	6,5	14,9
	11,1	24	16,8	—	12,4	12,3	13,9	14,4
	29,8	46,7	42,2	(33,3)	29,6	35,4	30,4	36,8
	30,4	35,4	44,7	.	25,3	41,2	17,5	34,6
	29,1	53,6	34,6	(50,3)	34,6	28,3	38,1	37,0
	10,9	16,6	14,8	5,4	14,9	12,0	10,0	11,9
	12,4	18,2	15,5	4,5	14,9	12,0	10,6	12,8
	12,7	19,8	15,5	4,3	12,9	11,7	11,0	13,0
	12,8	19,8	16,6	4,1	13,4	11,0	11,1	13,1
	13,3	19,3	16,0	4,1	14,0	9,2	10,1	13,0
	888	85	1 379	2	248	180	1 026	5 937
	500	34	736	(1)	129	100	434	3 046
	388	51	643	(1)	119	80	593	2 891
	23,4	26,0	33,7	5,4	17,1	17,4	16,2	21,6
	27,0	22,9	39,6	(6,6)	18,2	22,0	15,0	23,8
	20,0	28,6	28,8	(4,2)	16,0	13,8	17,2	19,7
	277	35	1 105	(1)	124	91	303	3 069
	167	15	599	(1)	70	58	131	1 697
	110	21	507	.	54	33	173	1 372
	483	32	335	(1)	203	79	577	2 223
	266	16	145	.	117	36	257	1 089
	217	17	189	.	86	43	320	1 134

NOTES:

- 1 Calculation of the sectoral rate of unemployment generated: by analogy with the unemployment rate, the number of persons unemployed for less than three years who previously held a job in a sector is expressed as a percentage of the sum of the employed and unemployed persons in the same sector.

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CEC, Social Policy Series No 42, 1981, 100 pp.

Chapter XI: WAGES AND SALARIES

Wages and salaries in the chemical and textile industries	118-119
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Some trends in wage differentials (1980-1988)	122-123
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The wage gap between men and women is a fact common to all twelve Member States of the Community. Levels of pay vary widely from one country and one sector to the next; to simplify comparison, this chapter refers exclusively to the percentage discrepancy between female and male pay in the same sector and country.

Rather than presenting very generalized results which are barely comparable, we based our approach on a few examples: first, the earnings differentials in two industrial sectors, the chemical industry and the textile industry, with a distinction between manual and non-manual workers; next the differentials in four services sectors: the wholesale trade, the retail trade, credit institutions and insurance companies; lastly, we examine trends in wage gaps, i.e. the progressive elimination or exacerbation of disparities, for manual and non-manual workers in electrical engineering firms and the food industry.

All the examples illustrated reveal wage gaps, i.e. women earning less than their male counterparts. Several factors contribute to this: different jobs within the same sector, different levels of qualification and experience, and genuine sex discrimination, which is responsible for only part of the disparity identified.

Gaps (%) between female earnings in the chemical industry and (a) male earnings in the same sector and (b) female earnings in industry¹ (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Women/men													
– manual	-25,1	-12,3	-25,1	-21,9	:	-22,1	-38,9	-13,1	-35,5	:	:	-31,4	:
– non-manual	-34,4	:	-27,7	-38,1	:	-34,0	:	-29,4	-43,1	:	:	-45,1	:
Chemicals/industry													
– manual	+14,1	+7,1	+8,1	:	:	+12,7	+10,0	+10,6	+1,4	:	:	+11,4	:
– non-manual	+11,9	:	+13,4	:	:	+14,3	:	+6,4	+1,7	:	:	+10,1	:

Wages and salaries in the chemical and textile industries

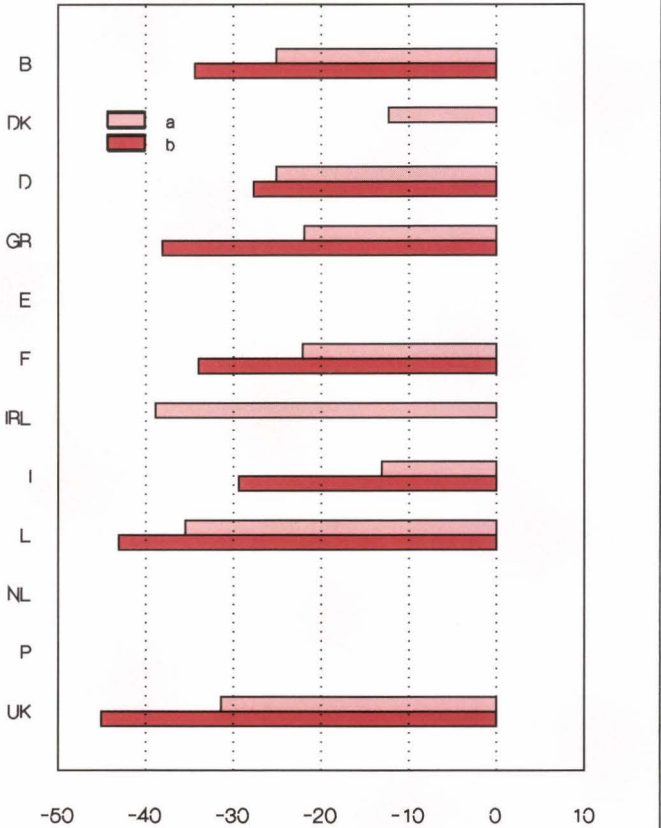
Two industrial sectors, one with high wages and one with low, in which women earn far less than men.

The double page compares earnings in two ways. The tables juxtapose female and male wages in the same sector and average female wages in industry as a whole, with a breakdown into manual and non-manual workers. The graphs illustrate the differentials between manual and non-manual workers only.

The wage gaps between the sexes in the chemical industry are wide, and consistently wider amongst non-manual than amongst manual workers. The difference in the gaps between the two categories is considerable in Greece, France and Italy but small in Germany. The table shows that women's earnings are higher in this sector than in industry as a whole.

In the textile industry, the wage gap is generally narrower than in the chemical industry for manual workers and wider for non-

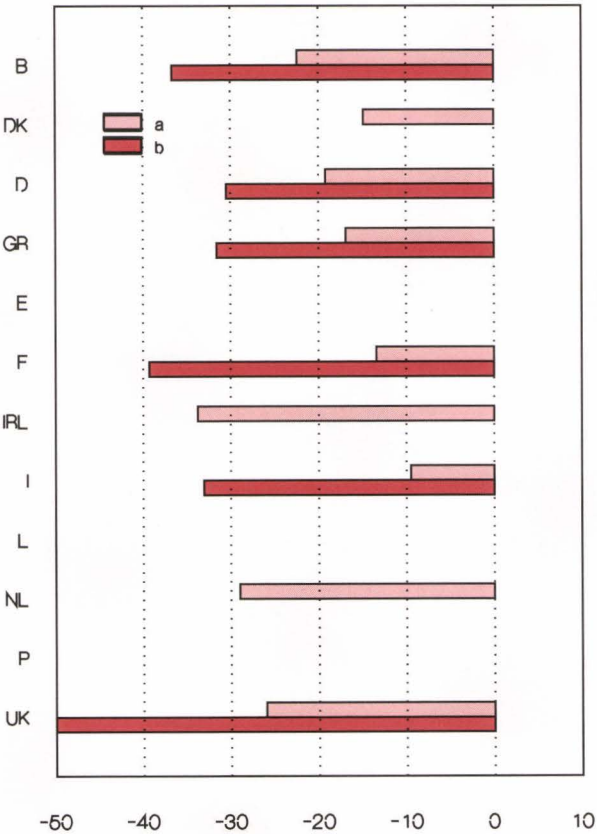
Gap (%) between female and male earnings: chemical industry, manual workers (a), non-manual workers (b)



Gaps between female earnings in the textile industry and (a) male earnings in the same sector and (b) female earnings in industry ² (1988)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Women/men													
- manual	-22,4	-14,9	-19,2	-16,9	:	-13,4	-33,8	-9,5	:	-29,0	:	-26,0	:
- non-manual	-36,7	:	-30,5	-31,6	:	-39,3	:	-33,1	:	:	:	-52,5	:
Textiles/industry													
- manual	-6,6	-6,1	-6,8	:	:	-8,1	-13,1	-4,3	:	:	:	-12,6	:
- non-manual	-8,0	:	-10,0	:	:	-10,7	:	-8,2	:	:	:	:	:

Gap (%) between female and male earnings: textile industry, manual workers (a), non-manual workers (b)



manual workers. The manual worker wage gap is relatively wide in Ireland, the Netherlands, the UK and Belgium but considerably narrower in Italy and France. The lower half of the table also shows that female wages in the textile industry are appreciably lower than those in the other industrial sectors.

Gaps (%) between female and male earnings in the wholesale and retail trades

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Women/men													
-wholesale trade	-35,7	:	-31,1	:	:	-34,2	:	:	-36,9	-37,5	:	:	:
-retail trade	-26,8	:	-32,2	-24,0	:	-31,1	:	:	-39,5	-35,8	:	:	:
(year)	(88)	-	-	(87)	-	(87)	-	-	(87)	(86)	-	-	-

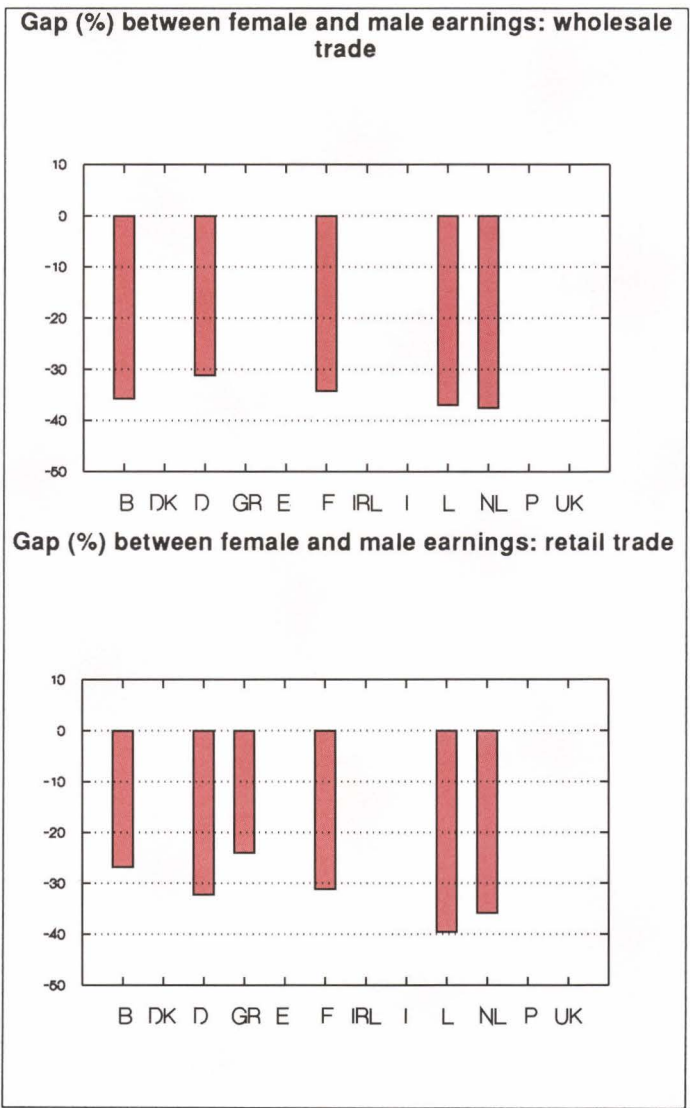
Wages and salaries in the services sector

Wide gaps between female and male pay in the distributive trades; somewhat narrower in credit institutions and insurance companies.

Since there are few manual workers in the distributive trades, banking and insurance, the double page does not distinguish as before between the manual and non-manual categories. The differentials illustrated here are between male and female earnings in the wholesale and retail trades, credit institutions and insurance companies.

The wage gap in the wholesale trade is between 30% and 40%. National differences are slightly more marked in the retail trade: less than 30% in Belgium and Greece but nearer 40% in Luxembourg and the Netherlands.

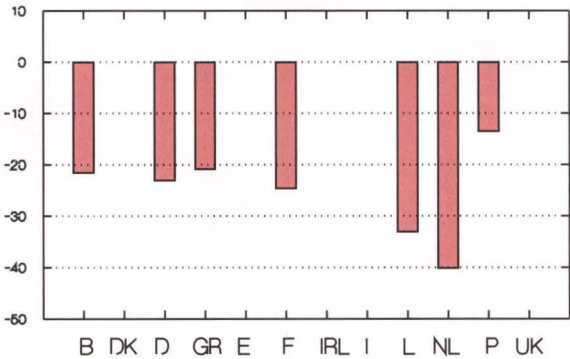
The wage gap in banking and insurance shows wider variations between one country and another. In credit institu-



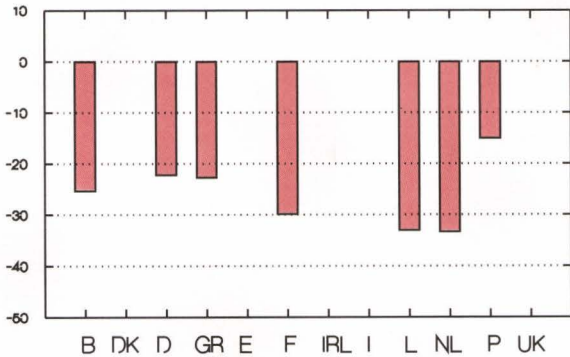
Gaps (%) between female and male earnings in banking and insurance

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Women/men													
- banking	-21,5	:	-23,0	-20,8	:	-24,6	:	:	-33,0	-40,1	-13,5	:	:
- insurance	-25,3	:	-22,2	-22,7	:	-29,8	:	:	-33,0	-33,3	-15,0	:	:
(year)	(88)	-	-	(87)	-	(87)	-	-	(87)	(86)	(88)	-	-

Gap (%) between female and male earnings:
credit institutions



Gap (%) between female and male earnings: insurance



tions it ranges from 13% in Portugal to nearly 20% in Greece, Belgium, Germany and France, 30% in Luxembourg and as much as 40% in the Netherlands.

Member States are in the same rank order in the insurance sector, but the discrepancies between them are smaller. The wage gap between men and women is relatively narrow in Portugal but wide in Luxembourg and the Netherlands.

Some trends in wage differentials (1980-1988)

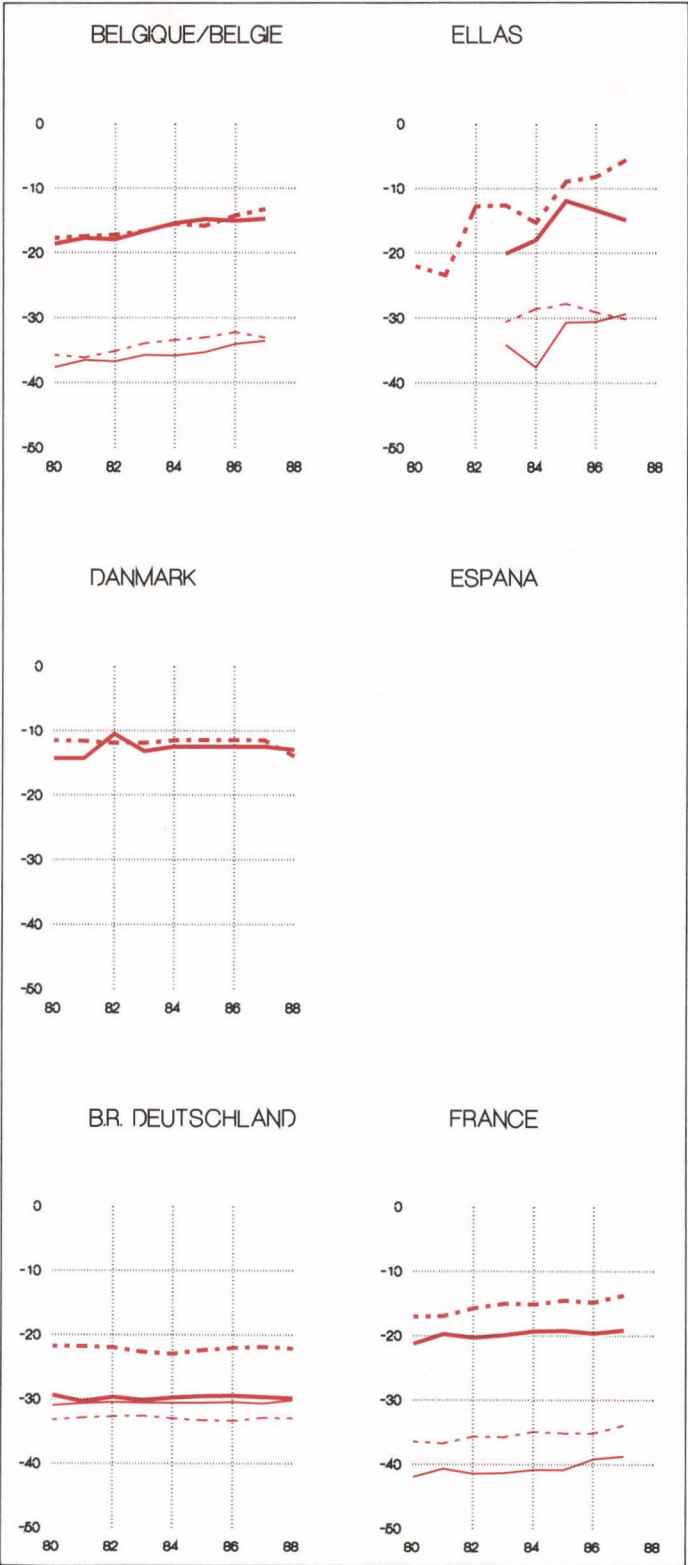
- female manual worker in electrical engineering
- female non-manual worker in electrical engineering
- female manual worker in the food industry
- female non-manual worker in the food industry

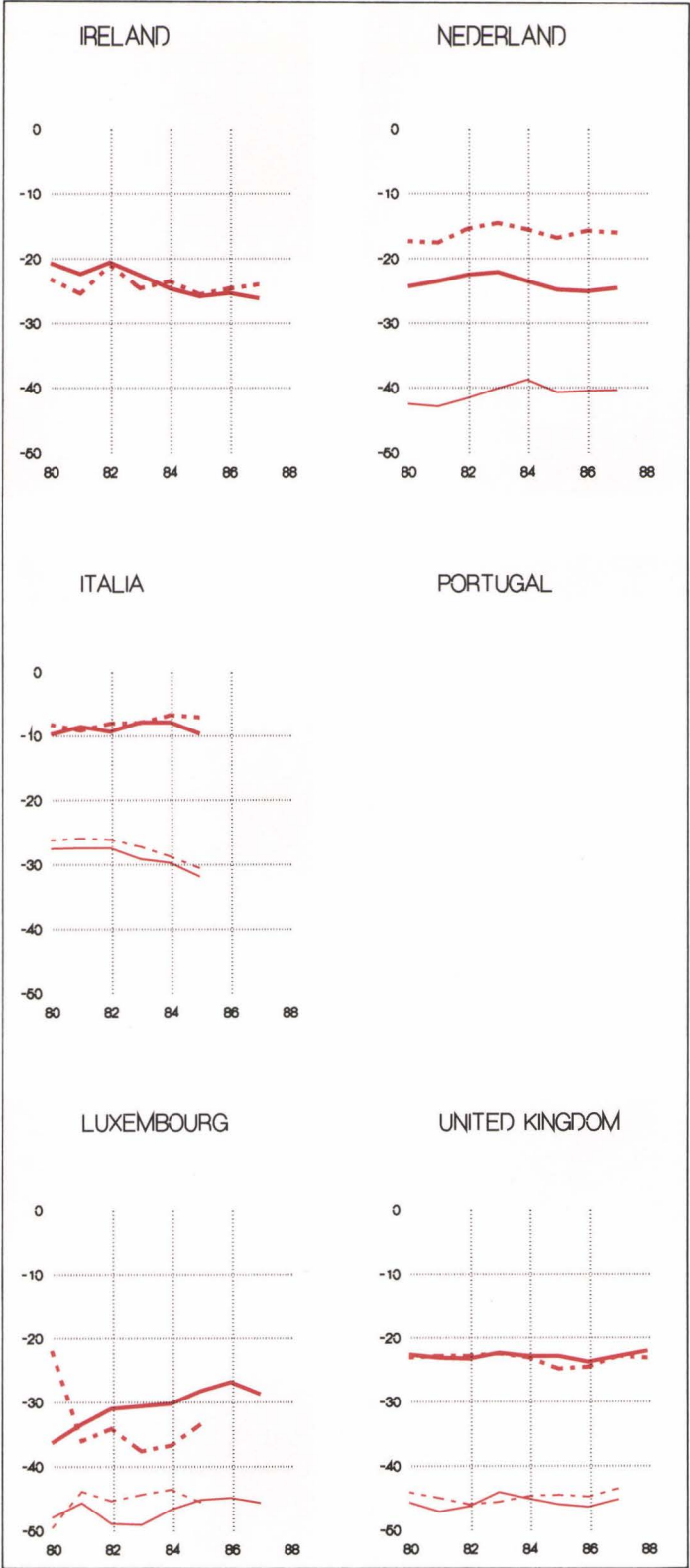
Some trends in wage differentials (1980-1988)

Progressive reductions in wage differentials between men and women in some countries, but increases in others.

In the graphs representing eight of the twelve Member States, the four curves represent female manual and non-manual workers in the electrical engineering and food industries, each one showing the trend in wage differentials for the category concerned. The zero level at the top of each graph denotes equal pay; each curve rising from left to right thus indicates that the gap is narrowing.

The progressive reduction in wage differentials is far from general but is the case in a number of countries. Belgium, for example, shows the most significant improvement, with France showing a similar but less marked tendency. The gap is closing in Greece, but only where manual workers are concerned.





The differentials are wide and stable in the UK and Germany, but small for manual workers in Denmark, Italy and Greece.

Ireland shows a widening gap for manual workers (no figures are available for their non-manual counterparts) and Italy for non-manual workers.

One striking observation is that, in those countries for which figures are available, male/female wage gaps are far wider for non-manual than for manual workers. Without wishing to over-generalize on the basis of just two sectors, we observe far greater differences between sectors for manual than for non-manual workers.

NOTES:

The terms "wage" or "salary" here denote the gross average hourly earnings of manual workers or the gross average monthly earnings of non-manual workers as published by Eurostat.

- 1 Gaps between female and male earnings in the chemical industry: manual worker in 1988 except B, GR, F, IRL and L (1987) and I (1985); non-manual worker in 1988 except GR, F, L and UK (1987) and I (1985).
- 2 Gaps between female and male earnings in the textile industry: manual worker in 1988 except B, GR, F and IRL (1987) and I (1985); non-manual worker in 1988 except B, GR and F (1987), I (1985) and UK (1982).

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Chapter XII: WOMEN WITHOUT ECONOMIC ACTIVITY

Economically non-active women without children	126-127
Economically non-active women with one or more children	128-129
Additional statistics	130-131
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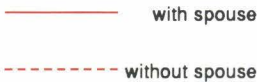
This chapter is related to Chapter VII on employment status, which examined the effects of family composition and numbers of children on female economic activity rates.

Chapter XII looks at the situation from a new perspective - the non-activity rather than the activity rate - and presents the data in a different form. The categories established in the earlier chapter are retained: women without children, with and without a spouse, women with at least one child under five and women with at least three children. All information is presented in the form of age profiles; the detailed data appear in the additional statistics.

Family structure and the presence of children have undeniable effects on the non-activity (in the economic sense) of women in the Community. The graphs for the twelve Member States show some striking similarities in this respect: for example, only a small minority of women throughout the Community who have neither children nor spouses do not go out to work. However, the profiles for women with no children but with spouses are far more heterogeneous.

The variables of the number and ages of children also reveal some interesting facts about the economic non-activity of mothers.

Economically non-active women per 100 women without dependent children aged under 20 in 1988 :

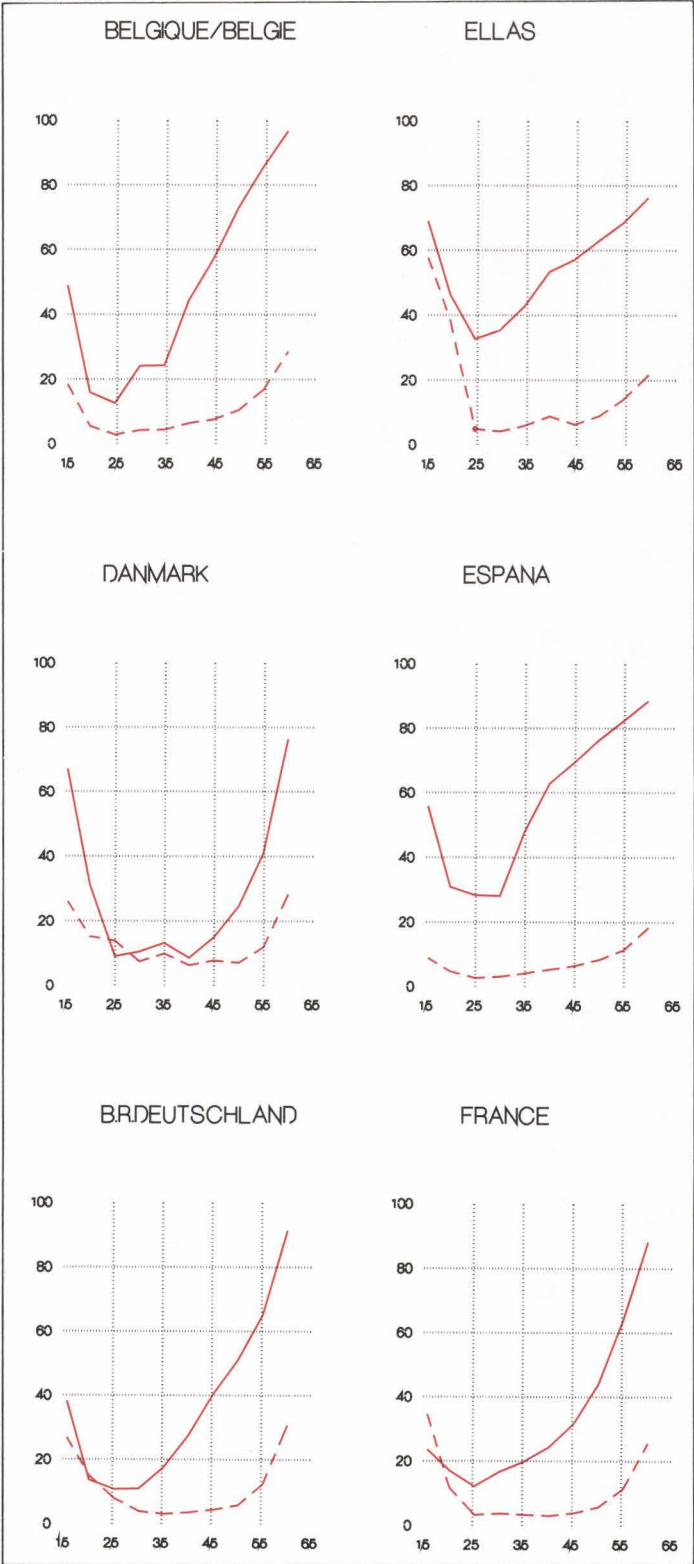


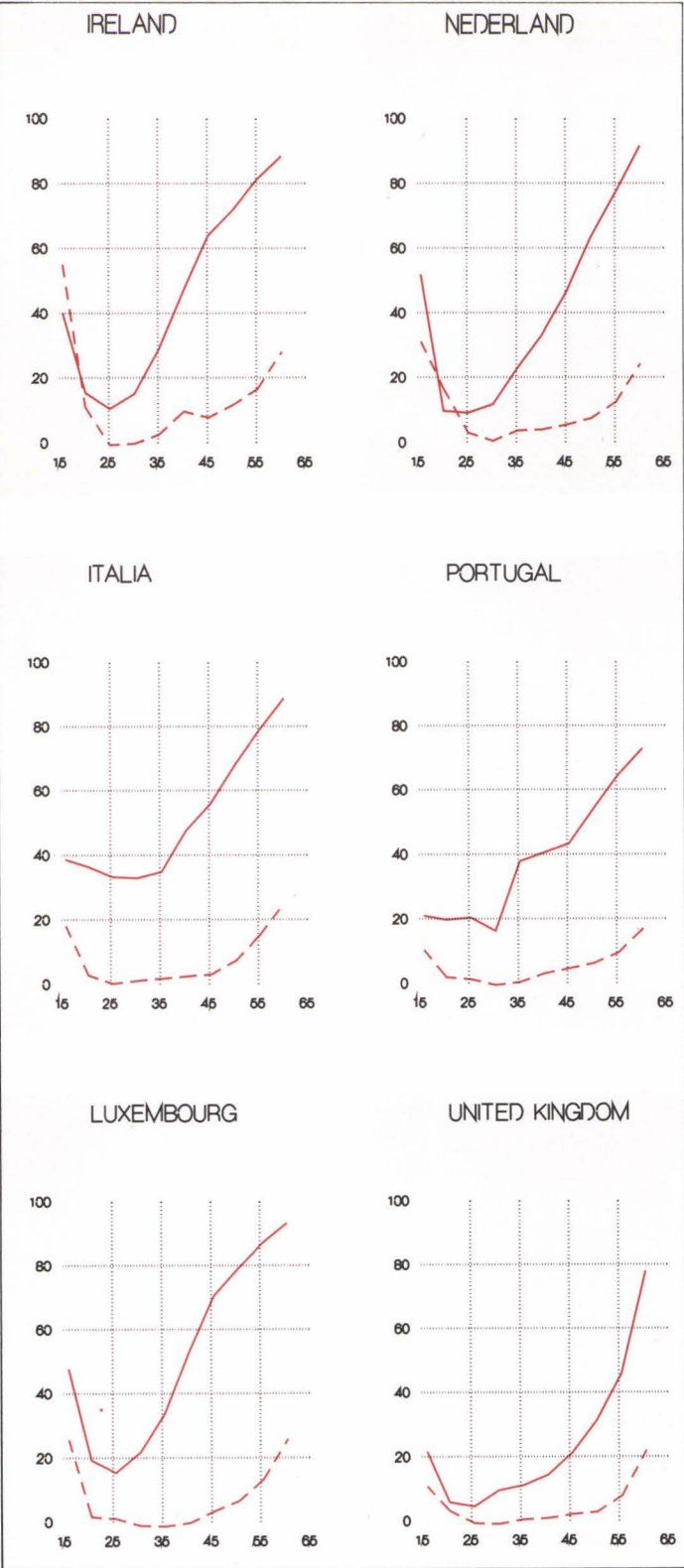
Economically non-active women without children

Few non-active women without children or spouses in any country. Striking differences between countries when a spouse is present.

The age profiles shown here apply to the non-activity rates of women whose households include no children aged under 20. This population of women who neither have nor are seeking jobs is represented by two curves, one for those with spouses and one for those without.

The non-activity profiles for women without children or husbands are astonishingly consistent. In the over-30 age group, fewer than 10% of such women are economically non-active in any country. The slight increase which appears after the age of 50 generally signifies the arrival of a new sub-group: widows. The non-activity rate for young women without children or spouses is





higher everywhere than for the older age groups, and particularly high in Greece and Ireland.

The non-activity rate is systematically higher when a spouse is present, and the national profiles far more specific. Greece, Spain and Italy fall into one category: the non-activity rate is 30-40% at around the age of 30 but far higher at younger and older ages. Belgium, Germany, France and the Netherlands form a second group in which the non-activity rate for women with spouses but without children is only 10% around the age of 25 but subsequently rises steeply. Denmark and the UK have profiles very similar to these. Portugal, Luxembourg and Ireland fall in between the two groups.

Economically non-active women per 100 women with dependent children under 20 in 1988 :

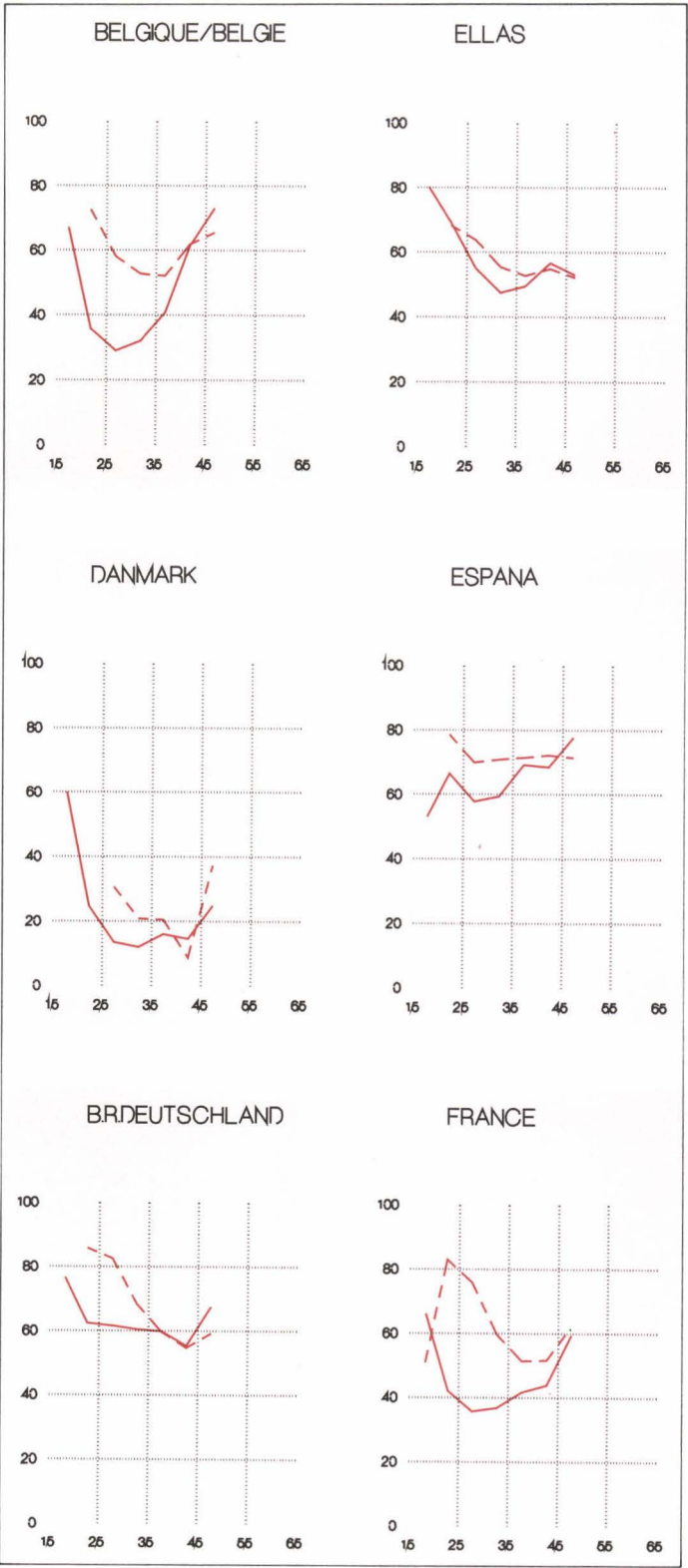
at least one child aged under five —————
at least three children - - - - -

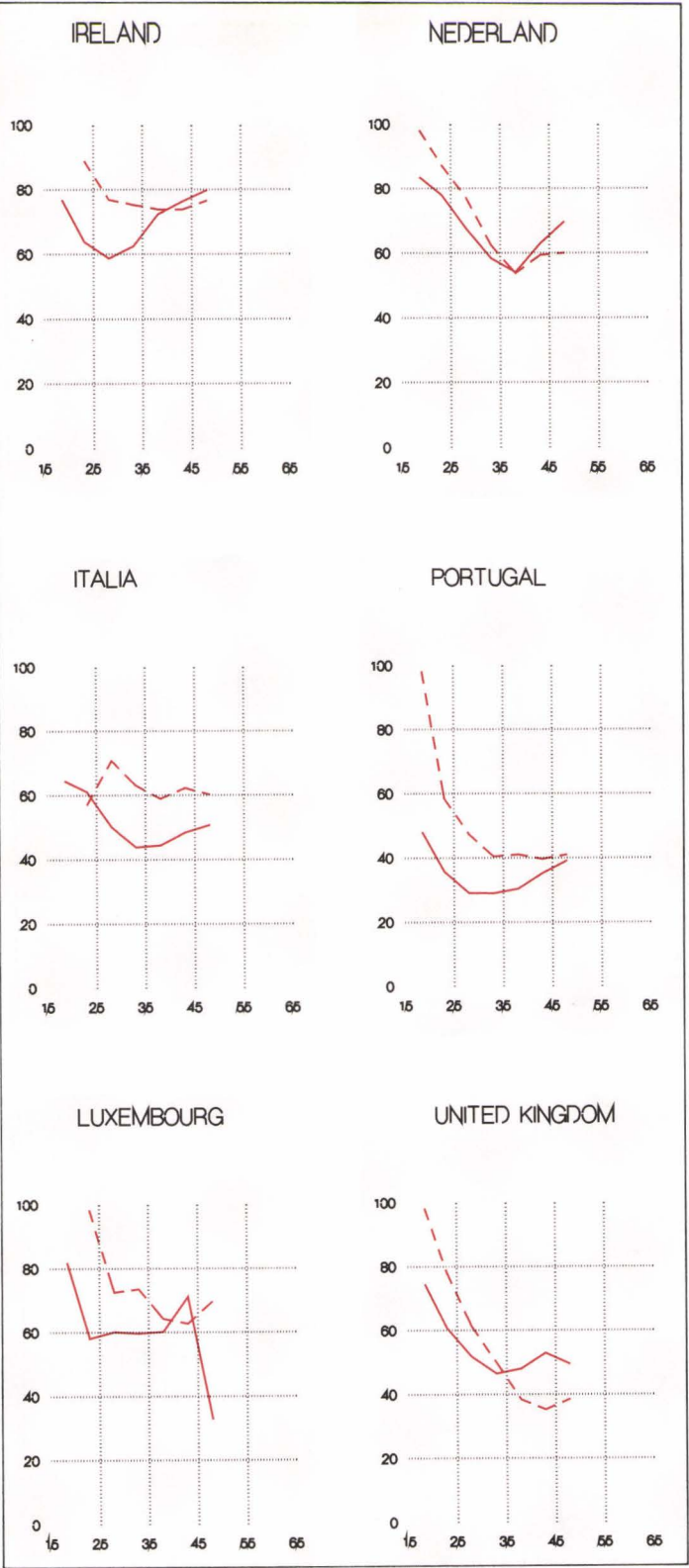
Economically non-active women with one or more children

Children: a decisive factor behind the non-activity rate. Several children raise the female non-activity rate even more than a young child or children.

The graphs on the double page represent two categories of women: those with at least one child under five and those with at least three children. This distinction brings out two well-differentiated factors: the age and the number of children. The curves for each of the twelve Member States intersect at around the age of 50; above this age there are too few women with children still at home for the figures to be genuinely significant.

The percentage of women without jobs amongst those with at least one young child is high in general: over 40% at all ages. Belgium, Portugal, France and Denmark are exceptions, however: the non-activity rate for the first three is less than 40% in the 20-40 age group; in Denmark fewer than 20% of women aged 25-45 are without jobs.





The rate in Greece, the UK and Italy is 50%. In Ireland, Germany, the Netherlands and Luxembourg, over 60% of all mothers of children under five have no economic activity.

If young children are a good reason for not working, several children are an even better one.

Three or more children at home mean a non-activity rate of over 50% for women in the Community as a whole. The rate is particularly high in Spain, Italy and Luxembourg but relatively low in the UK amongst the over-35s and in Portugal amongst the over-25s.

		B	DK	D	GR	E
thousands (1988)						
Non-active persons						
- all ages	T	4 220	1 414	23 379	3 946	16 362
	F	2 679	878	16 004	2 691	11 103
	M	1 540	536	7 375	1 255	5 259
- females by age group						
14-19		373	96	1 478	365	1 543
20-24		148	35	641	165	594
25-29		86	28	817	143	487
30-34		108	20	815	154	581
35-39		119	19	765	150	668
40-44		142	20	652	170	738
45-49		151	25	929	166	659
50-54		203	30	1 037	214	864
55-59		256	52	1 109	228	951
60-64		281	100	1 750	229	921
65 and over		813	452	6 012	708	3 098
Percentage of non-active women by age (1988)						
- women without children or partner						
16-19		18,1	25,6	26,3	57,0	7,9
20-24		5,1	14,7	14,5	37,6	3,8
25-29		2,4	13,3	7,4	4,0	1,7
30-34		3,8	6,8	3,3	3,2	2,1
35-39		3,9	9,3	2,4	5,0	3,1
40-44		5,9	5,7	2,9	7,9	4,3
45-49		7,1	7,1	3,7	5,3	5,4
50-54		10,0	6,4	5,1	7,9	7,2
55-59		16,3	11,2	11,6	13,2	10,3
- women without child but with partner						
16-19		48,6	66,6	37,7	68,3	54,9
20-24		15,5	30,7	13,1	45,5	30,0
25-29		12,2	8,5	10,2	31,9	27,4
30-34		23,7	9,9	10,3	34,5	27,1
35-39		23,9	12,6	16,9	41,9	47,0
40-44		44,0	8,0	26,8	52,5	61,9
45-49		56,8	14,3	39,6	56,2	68,4
50-54		72,5	23,9	50,3	62,0	75,3
55-59		85,0	40,3	64,4	67,6	81,3
- women with at least one child under five						
20-24		35,8	24,7	62,3	68,8	66,0
25-29		29,0	13,4	61,5	54,5	57,3
30-34		32,0	11,9	60,3	47,0	58,8
35-39		40,7	15,9	59,7	49,0	68,6
40-44		61,2	14,4	55,2	56,1	67,9
45-49		73,0	24,7	67,3	52,4	77,1
- women with at least three children						
20-24		72,7	0,0	85,7	67,9	78,1
25-29		58,1	30,5	82,5	63,3	69,4
30-34		52,7	20,7	68,2	54,9	70,3
35-39		52,0	20,4	59,5	52,2	70,9
40-44		61,7	8,6	54,5	54,3	71,6
45-49		65,4	37,1	59,0	51,6	70,8

	F	IRL	I	L	NL	P	UK	EUR12
	19 346	1 231	24 365	152	5 344	3 496	18 043	121 299
	12 294	855	16 445	105	3 539	2 365	12 002	80 953
	7 052	376	7 920	47	1 805	1 132	6 041	40 340
	1 961	153	1 944	11	438	331	1 232	9 925
	653	34	878	5	164	118	617	4 051
	499	44	793	6	218	83	733	3 936
	561	64	807	7	243	89	622	4 070
	576	73	871	7	244	101	521	4 114
	485	69	952	7	236	115	458	4 043
	454	55	1 068	7	196	130	405	4 246
	620	52	1 268	8	238	187	516	5 236
	907	54	1 463	10	281	211	716	6 236
	1 283	60	1 653	10	322	231	1 215	8 054
	4 296	197	4 748	28	961	768	4 966	27 048
	33,6	57,5	20,4	27,9	33,3	12,4	12,8	26,7
	10,8	13,2	5,1	3,8	18,8	3,9	5,1	11,1
	2,3	1,7	2,4	3,2	5,1	3,3	1,3	4,1
	2,7	2,1	3,3	1,0	2,6	1,5	1,0	2,8
	2,3	4,9	4,0	0,8	5,8	2,4	2,4	3,2
	2,0	11,9	4,6	1,9	6,0	5,1	2,8	3,6
	2,8	10,0	5,2	5,5	7,5	6,6	4,0	4,4
	4,6	13,9	9,5	8,7	9,4	8,2	4,7	6,5
	10,3	18,8	17,5	15,4	14,4	11,5	9,7	12,4
	22,7	42,5	41,0	50,0	54,0	23,1	23,6	30,6
	16,1	17,8	38,8	21,5	11,8	21,8	7,8	16,3
	11,2	12,8	35,6	17,6	11,2	22,5	6,5	15,2
	15,6	17,4	35,2	23,9	13,8	18,3	11,5	19,0
	18,8	31,2	37,1	36,0	24,9	39,9	13,1	23,6
	23,3	49,4	50,0	55,3	35,2	42,6	16,4	30,5
	30,6	66,0	58,2	72,6	48,5	45,3	23,2	40,7
	42,8	73,7	70,3	81,2	65,4	56,1	33,3	53,5
	62,8	83,6	81,1	89,1	79,2	66,5	47,8	67,6
	41,5	65,5	62,7	59,7	79,8	37,5	62,4	57,6
	35,1	60,5	51,7	61,7	69,4	30,8	53,4	50,0
	36,2	64,2	45,5	61,3	60,2	30,7	48,1	47,9
	40,9	74,0	46,1	61,8	55,9	32,1	49,7	50,9
	43,1	78,1	50,1	72,7	64,8	37,0	54,7	54,5
	58,8	81,6	52,4	34,4	71,6	40,9	51,1	61,6
	82,4	90,8	58,6	(100,0)	89,1	60,2	79,8	79,0
	75,2	78,6	72,4	74,2	78,9	49,1	62,9	70,0
	59,0	77,0	64,7	75,1	64,3	42,2	51,6	59,8
	50,8	75,6	60,6	65,9	55,6	42,8	40,1	54,4
	51,0	75,5	63,9	64,3	61,2	41,4	37,0	56,5
	61,5	78,3	61,9	71,3	61,9	42,8	40,3	61,1

FURTHER READING:

EUROSTAT 1990

Labour Force Survey. Results 1988

Theme 3: Population and social conditions

Series C: Accounts, surveys and statistics

Chapter XIII: FOREIGN WOMEN

Foreign population	134-135
Foreign female population by age group	136-137
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In this section we study the foreign female population in the light of a number of factors.

First, to draw attention to a number of imbalances, we examine the percentages of foreign men and women in the total population of each country under scrutiny. To obtain more detail we then display several tables of figures broken down by age and showing, for example, that in some countries most foreign women are to be found in the younger age groups.

Since it was essential for this analysis to distinguish between foreign women whose countries of origin are Member States of the Community and those from other countries, we were careful to add this factor to the initial variables whenever possible, and found that it frequently reveals major disparities between countries.

We then turn our attention to the active population of foreign women. First, a percentage graph shows that there are relatively few foreign women in the active female populations of most countries. The next obvious step is to compare the activity rates of foreign women with those of nationals, and we identify certain anomalies here.

Lastly, we focus on the data specific to two economic sectors: industry and the distributive trades.

Foreign population originating from other Member States (EC) and from elsewhere (non-EC) per 100 persons of each sex¹ (1987)

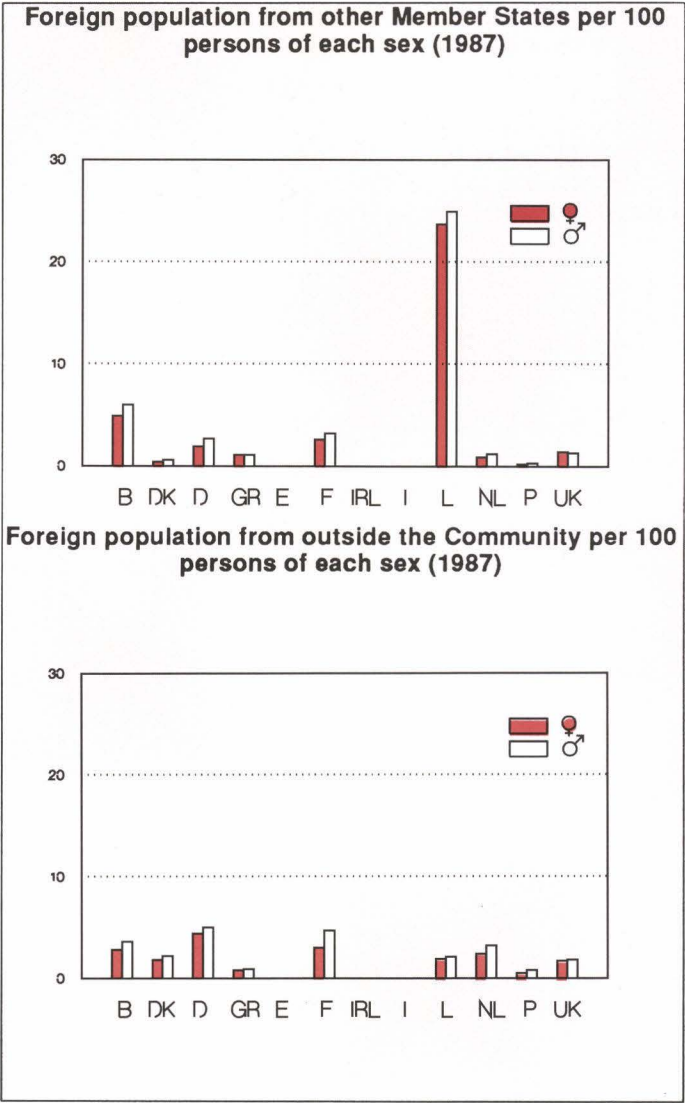
	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Female													
- EC	4,9	0,4	1,9	1,1	:	2,6	:	:	23,7	0,9	0,2	1,4	:
- Non-EC	2,8	1,8	4,4	0,8	:	3,0	:	:	1,9	2,4	0,5	1,7	:
Male													
- EC	6,0	0,6	2,7	1,1	:	3,2	:	:	24,9	1,2	0,3	1,3	:
- Non-EC	3,6	2,2	5,0	0,9	:	4,7	:	:	2,1	3,2	0,8	1,8	:

Foreign population

Distribution of foreign women: more disparities amongst women originating from other Member States; more women aged under 25.

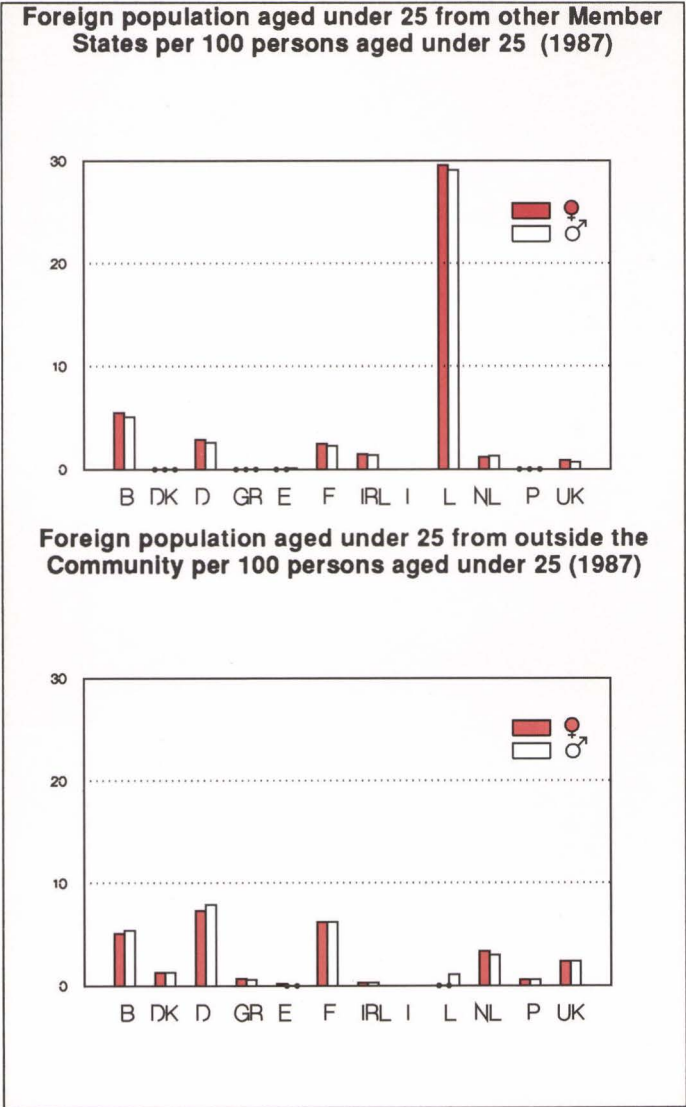
As shown by the graph opposite, foreign women originating from other Member States are spread very unevenly across the Community: they account for only about 5% of the Belgian population and less than 3% in all other countries except Luxembourg, where almost 25% of the population is foreign and female. Other than in the UK, the percentage of foreign women is slightly smaller than that of the equivalent male population.

These disparities diminish considerably when the distribution of women from outside the Community is considered. All the national figures fall into a narrow band below 5%, the highest percentage occurring in Germany. Foreign men outnumber foreign women everywhere, but most of all in France.



Foreign population originating from other Member States (EC) and from elsewhere (non-EC) aged under 25 per 100 persons of each sex aged under 25² (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR11
Female													
– EC	5,5	0,0	2,9	0,0	0,0	2,5	1,5	:	29,6	1,2	0,0	0,9	1,3
– Non-EC	5,1	1,3	7,3	0,7	0,2	6,2	0,3	:	0,0	3,4	0,6	2,4	3,1
Male													
– EC	5,1	0,0	2,6	0,0	0,1	2,3	1,4	:	29,1	1,3	0,0	0,7	1,3
– Non-EC	5,4	1,3	7,9	0,6	0,0	6,2	0,3	:	1,1	3,0	0,6	2,4	3,2



If we single out the under-25 age groups, the balance between the female and male populations changes: foreign women from other Member States now outnumber their male counterparts, except in the Netherlands.

The percentages of women from outside the Community are similar to those of men other than in Belgium and Germany, where the men slightly outnumber the women.

Size (%) of the foreign female population by age group in 1987:

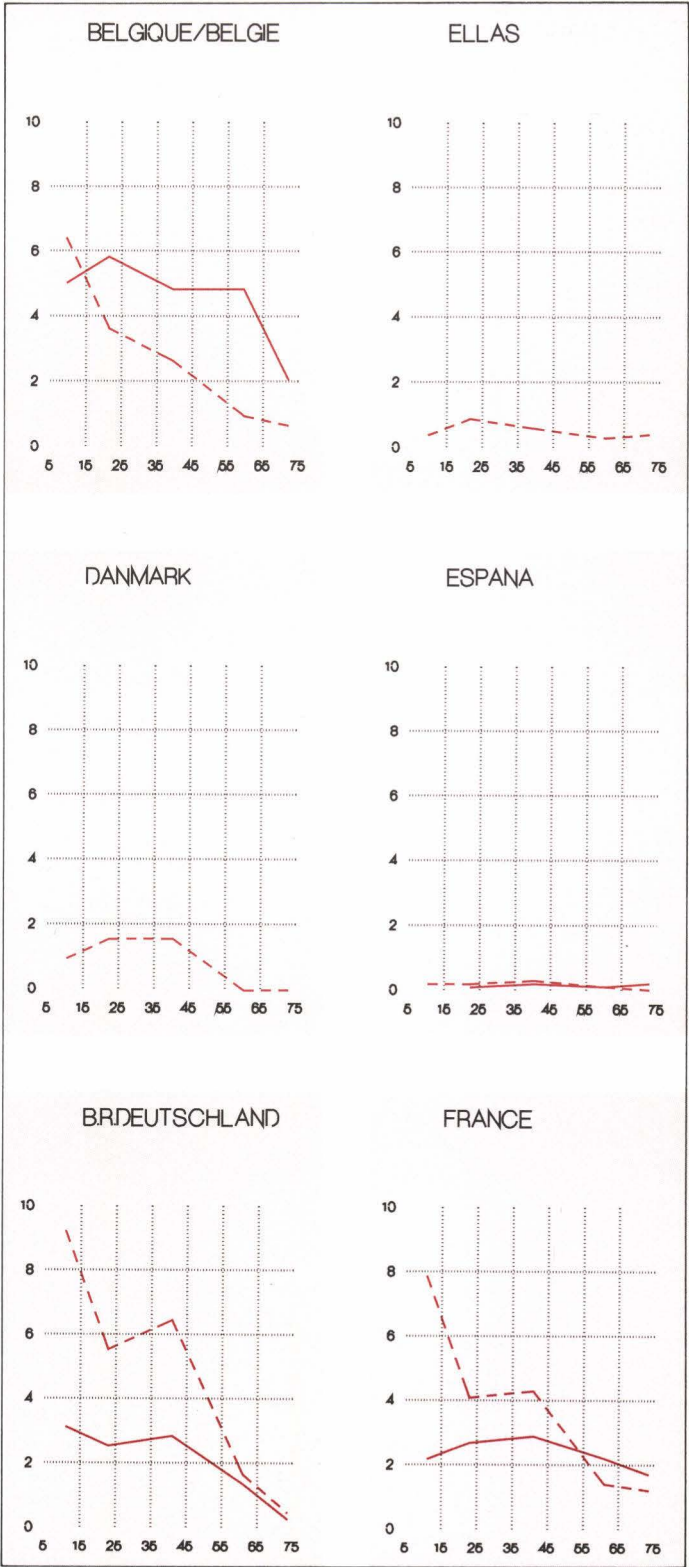


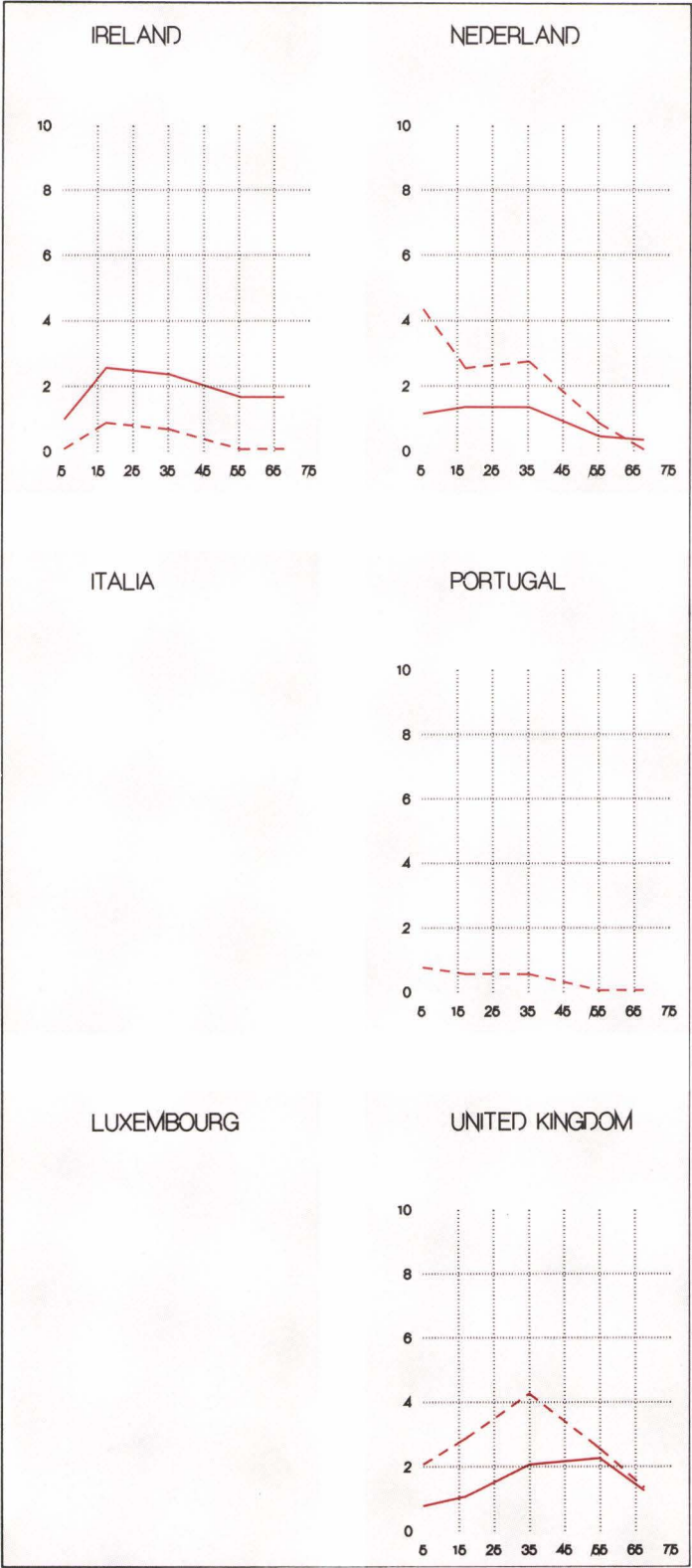
Foreign female population by age group

Distribution by age group: widely divergent curves for the non-Community population.

Here we use other sources to obtain a more detailed breakdown of the foreign female population by age group. Wherever possible we have also drawn a distinction between the two groups: those from the Community and those from elsewhere.

The percentages of females from outside the Community are highest (7% or more) in the child populations of Belgium, Germany and France. They then diminish rapidly with age, some more steadily than others: the curve for Belgium drops continuously while those for Germany and France show a change of direction at around the ages of 30-40. The profiles for Portugal and the Netherlands are similar, but at far lower levels. Elsewhere, the population of non-Community





women is highest in the 20-35 age group other than in the UK, where the peak occurs in the 35-40 group.

The graphs show that the percentages of women from other Member States vary far less as a function of age. The curves for France, the Netherlands and Spain are relatively flat, but a steeper and less regular descent is noticeable in Belgium and Germany.

There are differences in the positions of the peaks for females from the Community, which occur at around the age of 35 in Germany, France and the Netherlands but at around 20 in Belgium and Ireland. The UK is unique in showing a peak at approximately 60 years of age.

Active foreign population originating from the Community (EC) and from elsewhere (non-EC) per 100 active persons of each sex (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR11
Women													
- EC	4,5	0,5	2,6	0,0	0,1	2,6	2,3	:	32,7	0,8	0,0	1,8	1,9
- Non-EC	1,1	1,2	4,1	0,5	0,2	2,0	0,0	:	1,8	1,4	0,3	2,7	2,3
Men													
- EC	5,9	0,6	3,2	0,1	0,2	3,1	1,9	:	27,5	1,6	0,1	1,6	2,1
- Non-EC	2,5	1,1	6,0	0,5	0,1	4,6	0,4	:	2,0	2,6	0,3	3,0	3,3

Active foreign population

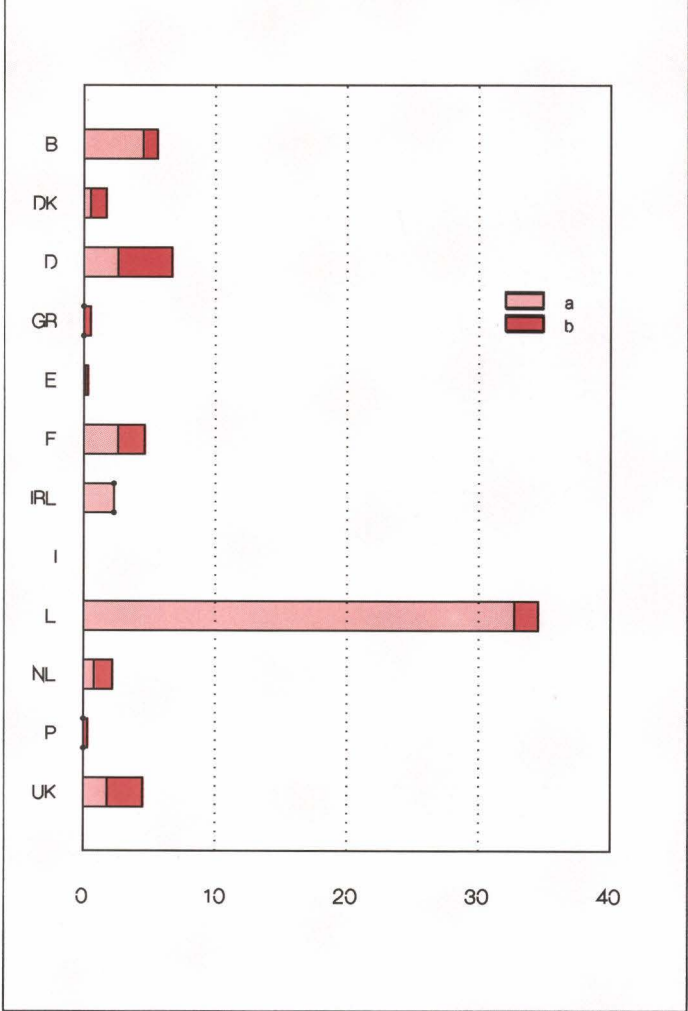
Active foreign women: an anomalous percentage in Luxembourg and an activity rate generally lower than that of female nationals.

The graph showing the percentages of active foreign women (from the Community and elsewhere) reveals a major disparity between Luxembourg and the rest of the Community.

More than a third of active women in Luxembourg are foreign, chiefly from other Member States, whereas the equivalent percentage elsewhere is consistently under 7%. While there are relatively high numbers of active foreign women in Germany and Belgium, there are few in Ireland, the Netherlands and Denmark and virtually none in Portugal, Greece or Spain. The highest proportions of active women from outside the Community are in Denmark, the UK and Germany.

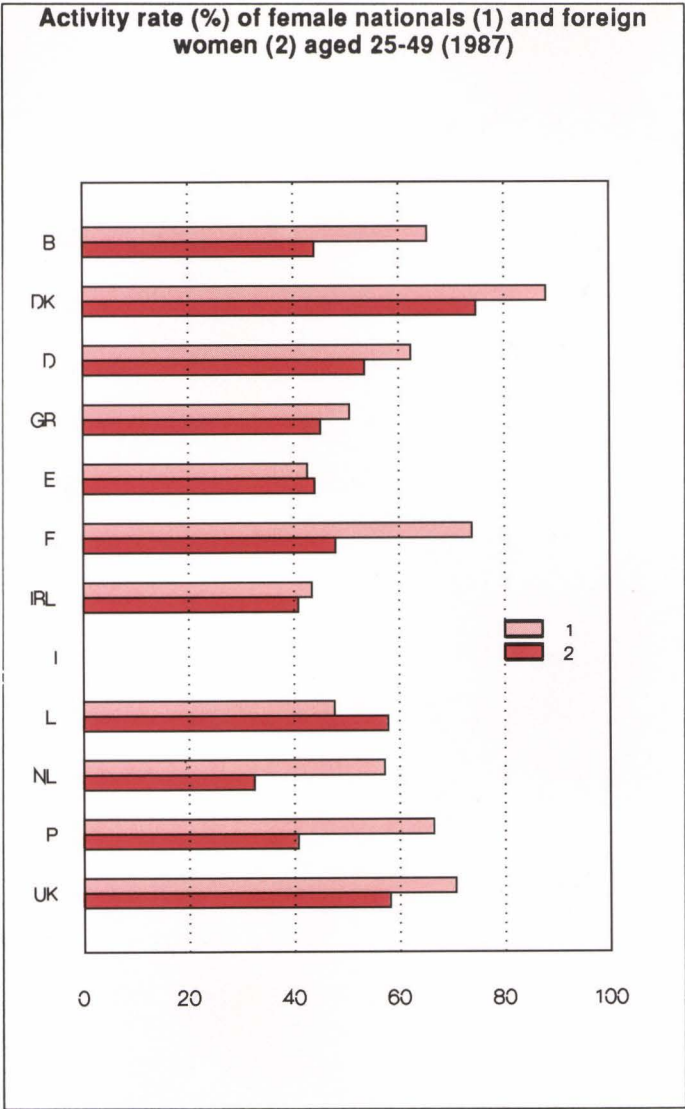
We now turn to the activity rates of national and foreign women respectively in the 25-49 age group.

Active foreign women from other Member States (a) and from outside the Community (b) per 100 active women (1987)



Activity rates (%) of the national and foreign female populations: women of all ages and women aged 25-49 (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR11
National population													
-all ages	36,4	59,4	40,6	34,0	29,6	46,5	34,0	:	30,7	41,2	45,8	49,2	42,1
-aged 25-49	65,4	88,0	62,3	50,6	42,6	73,8	43,4	:	47,6	57,1	66,4	70,6	63,6
Foreign population													
-all ages	30,8	66,2	46,6	31,7	31,8	37,7	34,4	:	48,8	31,0	33,7	47,9	42,7
-aged 25-49	44,0	74,7	53,5	45,1	44,0	47,9	40,8	:	57,8	32,4	(40,7)	58,1	51,7



First, it is evident that the activity rates of foreign women are lower than those of nationals, other than in Luxembourg and Spain.

Secondly, the gap between the two categories differs in size: it is relatively wide in the Netherlands, France, Belgium and Portugal but much narrower in Denmark, Germany and above all Spain, Ireland and Greece.

Foreign population per 100 persons of each sex with paid activity in industry (excluding building and public works)³ (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Foreign population – women	5,3	2,3	9,7	0,7	:	4,7	:	:	49,9	5,6	:	22,8	:
– men	9,2	2,9	10,2	1,3	:	8,7	:	:	48,5	6,9	:	9,6	:

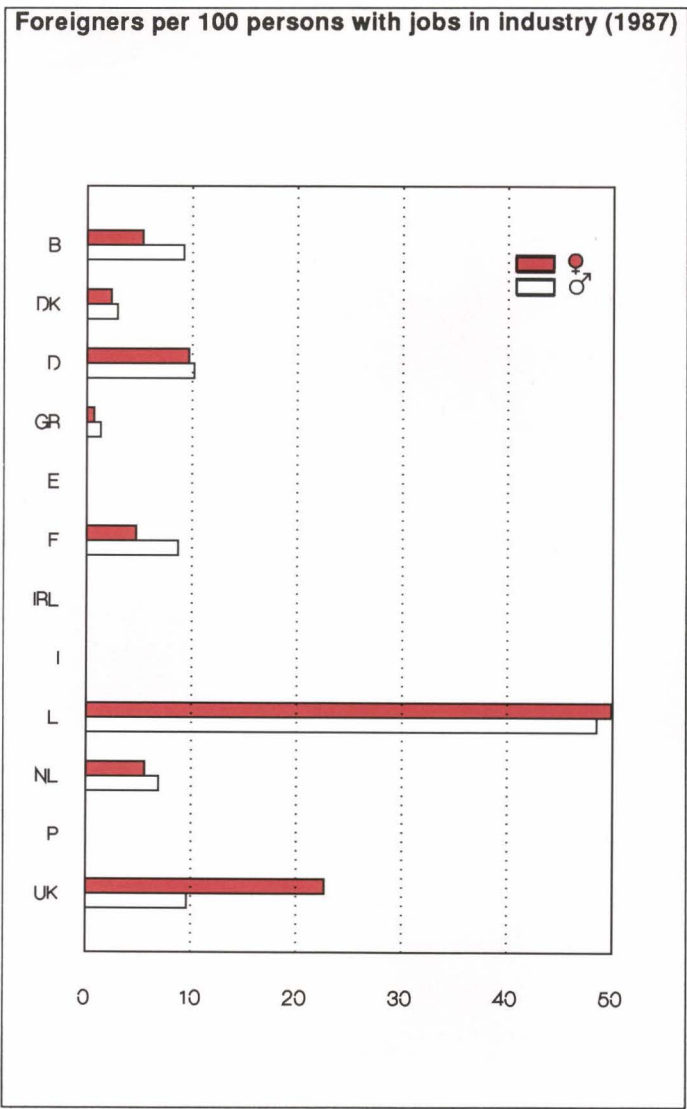
Foreign workers in two sectors

Foreign female workers: generally outnumbered by males; more of them in industry than in the distributive trades.

The two graphs opposite again compare data on males and females and show the activity rates of foreign women in two economic sectors: industry and the distributive trades. Luxembourg again stands out from the rest, with almost half the jobs in both sectors held by foreign men or women compared with a maximum of 10% in virtually all other Member States.

Apart from Luxembourg, the most striking phenomenon is the number of foreigners in the female industrial workforce in the UK: nearly 25%, compared with only 10% in the equivalent male workforce.

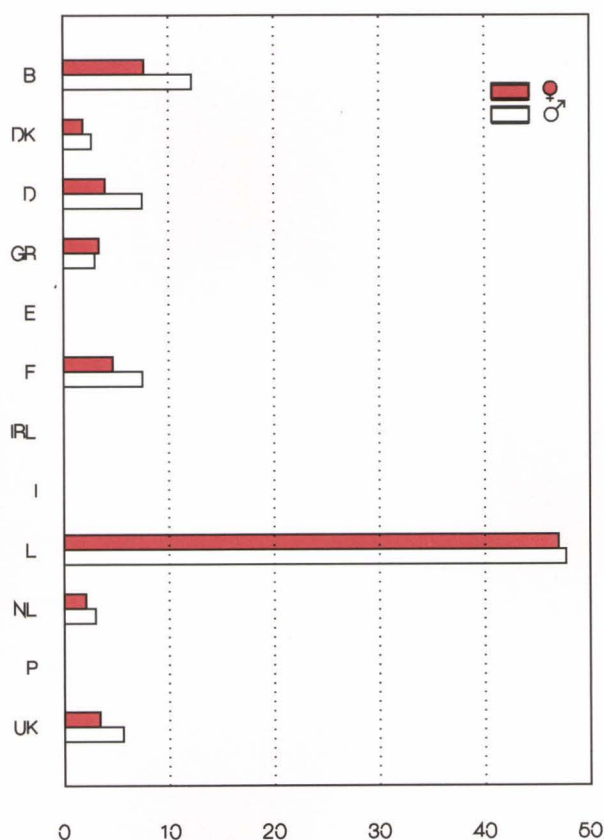
In the other Member States, foreign women are outnumbered by men in both industry and the distributive trades other than in Greece, where there are slightly more female than male non-manual workers in the latter sector.



Foreign population per 100 persons of each sex with paid activity in the distributive trades³ (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
Foreign population – women	7,7	1,9	4,0	3,4	:	4,7	:	:	47,0	2,1	:	3,4	:
– men	12,2	2,7	7,5	3,0	:	7,5	:	:	47,7	3,0	:	5,6	:

Foreigners per 100 persons with jobs in the distributive trades (1987)



The greatest differences between the two economic sectors occur in Germany, the Netherlands and above all the UK, with industry employing larger numbers in each case.

France shows only small gaps between the two sectors. Belgium is alone in having more foreign women employed in the distributive trades than in industry.

NOTES:

- 1 Sources: Demographic Statistics (1987), Foreign Residents in 1987 (except F 1982 and L 1981).
- 2 Sources: Labour Force Survey (issued 1989); 1987 results.
- 3 Sources: Council Regulation (EEC) No 311/76 of 9 February 1976 on the compilation of statistics on foreign workers (*Official Journal of the European Communities* No L39, 14 February 1976, page 1).

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Makis Cavouriaris and M. Wood-Keron

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Femmes migrantes et emploi : Community Seminar, Brussels, 17 and 18 September 1987; final report No V/902/88

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The Social Situation and Employment of Migrant Women: Communication from the Commission: Brussels, 15 December 1988.

No COM(88) 743 FINAL

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Immigrants' Children at School

OECD, May 1987, 322 pp.

Riva Kastoryano and Dominique Schnapper

Les politiques d'immigration en Europe et aux Etats-Unis

Revue Européenne des migrations internationales

Vol. 5 No 1, 1989, 138 pp.

Ingrid Henriksen, Helle Holt and Rita Knudsen

Migrant Women in the European Community with particular reference to their working lives:

Summary report on the situation in the Member States

CEC, 1988, No V/1955/88

Sidney Klein (Ed.)

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Paragon House, New York 1987, 179 pp.

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The Future of Migration

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Les populations immigrées et l'évolution démographique dans les Etats membres du conseil de l'Europe

Demographic Studies No 12-13

Council of Europe, Strasbourg, 1984.

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1ère partie: Les constats

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2ème partie: Les perspectives

Migrations et société No 2, 1989, pp. 23-40

Chapter XIV: FEMINIZATION OF OCCUPATIONS

Value and limitations of a breakdown by occupation	144-146
Feminized and non-feminized occupations	147-148

Occupation: a complex but valuable criterion for analysing employment. Feminization in the current job structure: widely contrasting patterns for men and women; some jobs virtually exclusive to one sex.

This chapter and the next, which is complementary, complete this study with an investigation of occupations. Both begin with a global picture of the current system and follow this up with a more specific analysis.

This chapter resembles preceding ones in that it ranks phenomena by size and shows up contrasts and even exclusivities; it differs by containing no graphs, since these would require a complete set of reliable data, difficult to obtain on occupations. The reasons for these difficulties will be explained later; it should, however, be borne in mind that there is no single classification applicable to all Member States which could be used to compile reliable comparative tables.

The classification used in the following pages is the ILO (International Labour Office) International Standard Classification of Occupations, which forms the basis for data assessment and is presented in the form of a directly-accessible structured list. The aim was to give each sub-group of each occupational category a colour-coded feminization-rate index, the base rate being the Community average (only the data for Italy are missing). This method highlights the extent of analogies and contrasts within and between groups and reveals a variegated pattern overall, including some virtual male or female monopolies.

Professional, technical and related workers

- ☐ Physical scientists and related technicians
- ☒ Architects, engineers and related technicians
- ☒ Aircraft and ships' officers
- ☐ Life scientists and related technicians
- ☒ Medical, dental, veterinary and related workers
- ☐ Statisticians, mathematicians, systems analysts and related technicians
- ☒ Economists
- ☐ Accountants
- ☐ Jurists
- ☐ Teachers
- ☒ Workers in religion
- ☐ Authors, journalists and related writers
- ☐ Sculptors, painters, photographers and related creative artists
- ☐ Composers and performing artists
- ☐ Athletes, sportsmen and related workers
- ☐ Professional, technical and related workers not elsewhere classified

Administrative and managerial workers

- ☐ Legislative officials and government administrators
- ☒ Managers

Clerical and related workers

- ☐ Clerical supervisors
- ☐ Government executive officials
- ☒ Stenographers, typists and card- and tape-punching machine operators
- ☐ Bookkeepers, cashiers and related workers
- ☐ Computing machine operators
- ☒ Transport and communications supervisors
- ☒ Transport conductors
- ☐ Mail distribution clerks
- ☒ Telephone and telegraph operators
- ☐ Clerical and related workers not elsewhere classified

Sales workers

- ☐ Managers (wholesale and retail trade)
- ☐ Working proprietors (wholesale and retail trade)
- ☐ Sales supervisors and buyers
- ☒ Technical salesmen, commercial travellers and manufacturers' agents
- ☐ Insurance, real estate, securities and business service salesmen and auctioneers
- ☒ Salesmen, shop assistants and related workers
- ☒ Sales workers not elsewhere classified

Service workers

- ☐ Managers (catering and lodging services)
- ☐ Working proprietors (catering and lodging services)
- ☒ Housekeeping and related service supervisors
- ☐ Cooks, waiters, bartenders and related workers
- ☒ Maids and related housekeeping service workers not elsewhere classified
- ☒ Building caretakers, charworkers, cleaners and related workers
- ☒ Launderers, dry-cleaners and pressers
- ☒ Hairdressers, barbers, beauticians and related workers
- ☒ Protective service workers
- ☐ Service workers not elsewhere classified

Agricultural, animal husbandry and forestry workers, fishermen and hunters

- ☐ Farm managers and supervisors
- ☐ Farmers
- ☐ Agricultural and animal husbandry workers
- ☒ Forestry workers
- ☒ Fishermen, hunters and related workers

Value and limitations of a breakdown by occupation.

The relevance of the "occupation" criterion was mentioned in the introduction. Numerous studies have proved it to be far more discriminating than either the sector of activity or the region. The extent of feminization in certain sectors is largely determined by the distribution of jobs by occupation.

Nevertheless, although this variable is an important tool for analysing female employment, it is not a suitable basis for comparing Member States, as we pointed out earlier. Because of the degree of approximation intrinsic to it, we refer only to Community averages in this chapter and restrict the breakdown to a number of major categories. Several considerations led to this approach: first, the fact that in most cases Member States converted their national classifications, often based on different precepts, to that of the ILO, with the attendant risk of approximation; secondly, the fact that organizational systems (hierarchy, ownership, etc.) differ widely from one country to the next and that titles such as "manager", "head of group" or "owner" are applied to a wide range of variants.

Lastly, even if these effects could be neutralized, any survey of occupations would still be at the mercy of inaccurate information from respondents and their desire to classify themselves as favourably as possible.

Production and related workers, transport equipment operators and labourers

- Production supervisors and general foremen
- Miners, quarrymen, well drillers and related workers
- Metal processors
- Wood preparation workers and paper makers
- Chemical processors and related workers
- Spinners, weavers, knitters, dyers and related workers
- Tanners, fellmongers and pelt dressers
- Food and beverage processors
- Tobacco preparers and tobacco product makers
- Tailors, dressmakers, sewers, upholsterers and related workers
- Shoemakers and leather goods makers
- Cabinetmakers and related woodworkers

- Stone cutters and carvers
- Blacksmiths, toolmakers and machine tool operators
- Machinery fitters, machine assemblers and precision-instrument makers (except electrical)
- Electrical fitters and related electrical and electronics workers
- Broadcasting station and sound equipment operators and cinema projectionists
- Plumbers, welders, sheet metal and structural metal preparers and erectors
- Jewellery and precious metal workers
- Glass formers, potters and related workers
- Rubber and plastics product makers
- Paper and paper-board product makers
- Printers and related workers
- Painters

- Production and related workers not elsewhere classified
- Bricklayers, carpenters and other construction workers
- Stationary engine and related equipment operators
- Material handling and related equipment operators, dockers and freight handlers
- Transport equipment operators
- Labourers not elsewhere classified

Key

Percentage of work in the occupation concerned carried out by women (Community average):

- over 80%
- 60-80%
- 40-60%
- 10-40%
- 5-10%
- less than 5%

Feminized and non-feminized occupations

As stated above, we have attempted to paint a very general, colour-coded picture of the feminization of occupations, calculated in terms of Community averages. The major categories, subdivided into individual occupations, are shown on two successive left-hand pages. The detailed key to the colour code appears at the end of the list: briefly, the coloured lozenges denote the most highly-feminized occupations, while the grey ones stand for those from which women are excluded as a general if not universal rule.

Evidently, the two most "colourful" (i.e. feminized) categories are those of clerical and related workers and service workers: both include a high proportion of jobs with a feminization rate of over 40%. At the other end of the scale, the "blackest" list, with a very low feminization rate, is the manual worker category. The most interesting features of the remaining groups are the internal contrasts or similarities.

In the services sector it is noticeable that the housekeeping category is virtually exclusive to women, who also dominate hairdressing, laundering and the caretaking/cleaning of buildings. Within the same occupational group, however, there are virtually no female security officers.

Feminization is high in the clerical and related worker category, with the vast majority of secretarial posts held by women. There are only two clerical groups with a feminization rate of less than 40%: transport and communications, which are very largely male-dominated. We are, of course, still referring to Community averages.

One striking aspect of the scientific and liberal professions is the strong contrast between jobs "open" to women, such as the teaching and medical professions, and "closed" professions such as those of architect, engineer or pilot.

Within the distributive trades, most commercial and sales staff (clerks and other office workers) are women, unlike those in other occupations in the sector: commercial travellers, for example, are very predominantly male. We have avoided too much emphasis on managerial professions, since experience has shown that these are defined far more broadly in some countries than in others.

Lastly, manual and craft occupations (the latter almost exclusively male) can be divided into three groups: at one extreme there are the few feminized jobs, such as tailor/dressmaker, textile worker and tobacco product, footwear or leather goods maker; at the other there are those in which women are extremely rare, such as mason, painter (construction), plumber, cabinetmaker, machine operator and transport equipment operator; in between is a whole list of areas where women are still in the minority, such as the food and plastics industries.

Chapter XV: AGE PROFILES OF OCCUPATIONAL CATEGORIES

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Workers in specialist services	154-155
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We pointed out in the last chapter that all occupations in all Member States cannot, unfortunately, be compared in detail. We have therefore concentrated here on a few occupations or groups of occupations which employ significant numbers of women and are also defined precisely enough for the figures to be reasonably comparable between one country and another. The aim of this arrangement is to assemble a potentially meaningful set of four occupational groups which together account for over 60% of the jobs of European women: clerical and related workers, workers in specialist services, sales workers and teachers.

We deal here with several aspects of female employment in these occupations: the female employment rate in the jobs concerned and their share of the female job market; age profiles of male and female employment and feminization profiles. The curves for the employment and feminization rates by age group show, for example, which jobs are predominantly held by young women and which have feminization rates which increase or decrease with age.

Since the profile graphs used to represent the four occupations in each Member State are relatively dense, we have included for guidance a preliminary page showing teaching staff in terms of Community averages.

Percentages of all women aged 20-59 engaged in four occupations¹ (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
(a) Clerical workers	12,0	16,9	17,6	6,4	5,0	18,4	11,3	:	15,6	11,8	9,2	19,0	15,0
(b) Service workers	7,4	8,1	8,4	4,7	7,7	12,9	5,7	:	14,6	9,9	10,1	13,5	10,3
(c) Sales workers	3,1	4,1	5,0	2,9	2,7	2,9	3,0	:	4,2	3,8	2,5	4,5	3,8
(d) Teachers	5,8	3,7	2,7	2,8	2,1	4,1	3,6	:	3,0	3,0	3,5	3,5	3,3
(e) Other occupations	16,9	44,3	21,0	24,5	12,7	20,2	14,0	:	9,7	18,8	29,6	21,0	17,9

Some significant occupational categories

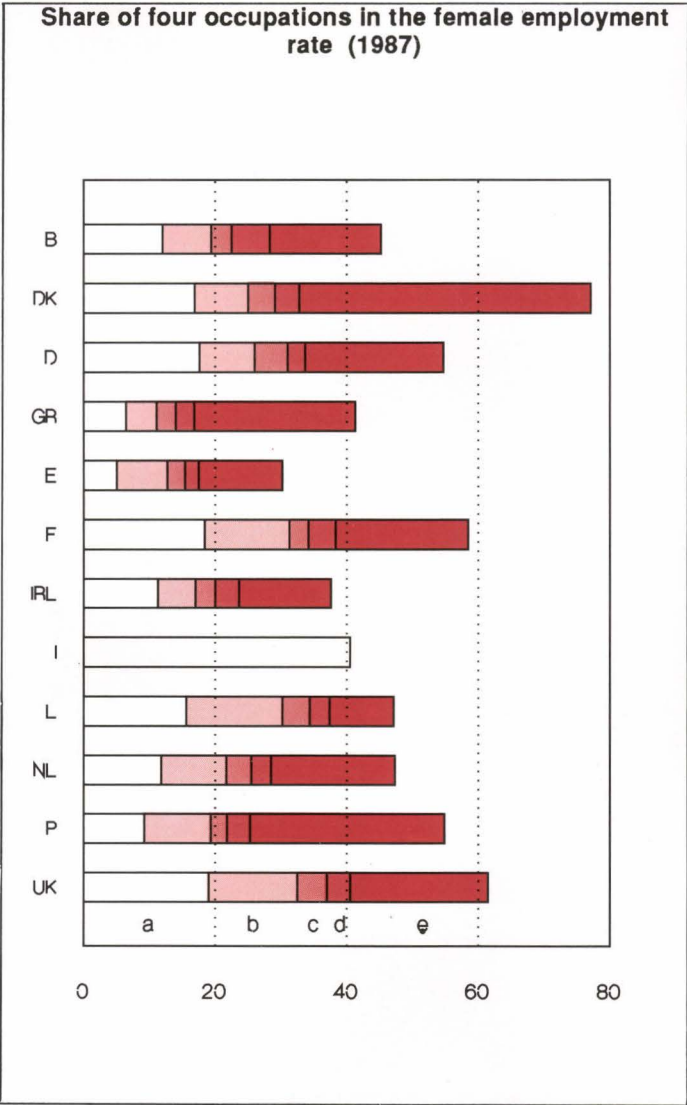
Four categories of jobs which employ more than three-quarters of the female workforce in nine out of eleven Member States.

This double page first gives general information on female employment in four defined occupational categories (for detailed composition, see Note 1) and then shows data specific to one category, selected for guidance purposes.

The left-hand page therefore indicates, with reference to the entire female population, the percentage of women aged 20-59 exercising a particular profession or occupation.

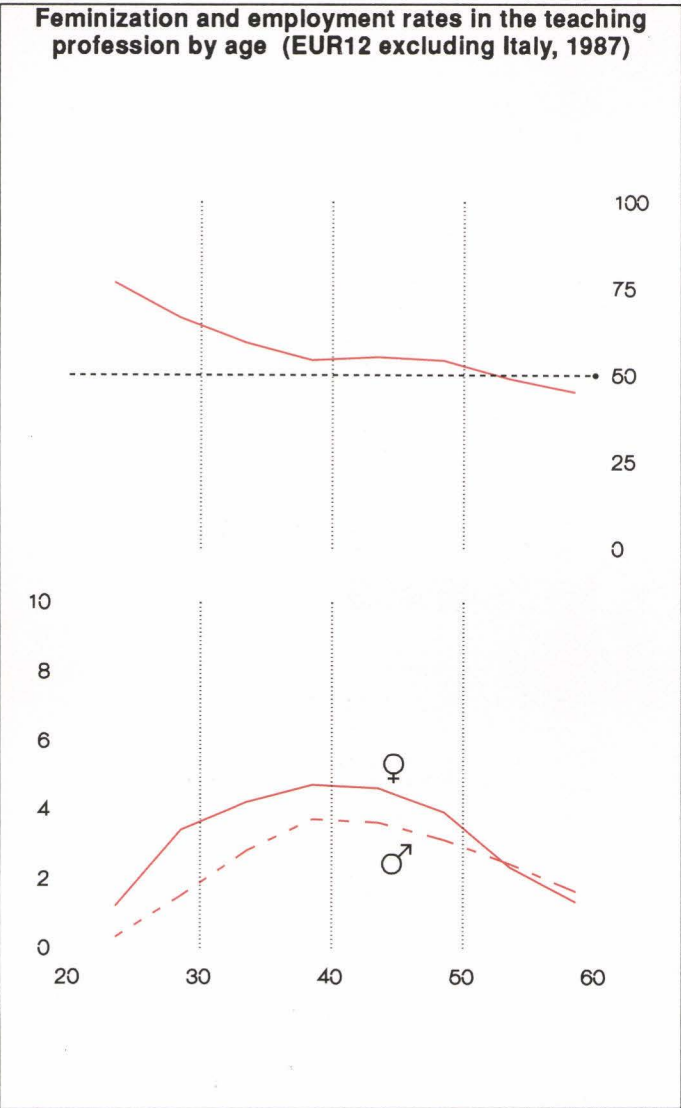
The right-hand table refers to all working women in the above age group rather than to the entire female population.

For ease of reference, we have used the example of the teaching profession to illustrate the graph model adopted for the rest of the chapter: the upper curve, corresponding to the scale on the right, shows the



Percentages of working women aged 20-59 engaged in four occupations¹ (1987)

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12
(a) Clerical workers	26,5	22,0	31,9	15,4	16,6	31,7	30,2	:	33,0	28,7	16,8	30,7	28,6
(b) Service workers	16,3	10,5	15,2	11,5	25,4	22,3	15,3	:	30,9	23,9	18,4	21,8	19,6
(c) Sales workers	6,9	5,3	9,0	7,1	9,0	5,0	8,0	:	8,8	9,1	4,6	7,2	7,2
(d) Teachers	12,7	4,8	4,9	6,7	7,0	7,1	9,7	:	6,3	7,3	6,5	5,7	6,3
(e) Other occupations	37,6	57,4	39,0	59,3	42,0	33,9	36,8	:	21,0	31,0	53,7	34,6	38,3



percentage of women amongst those employed in the profession and thus also indicates variations in feminization by age group (bottom line). The lower pair of curves, corresponding to the scale on the left, shows the numbers of men and women in the profession amongst all those in a particular age group.

Upper curves:
FEMINIZATION (%)

Lower curves:
EMPLOYMENT RATE(%)

— Women
- - - Men

Clerical and related workers

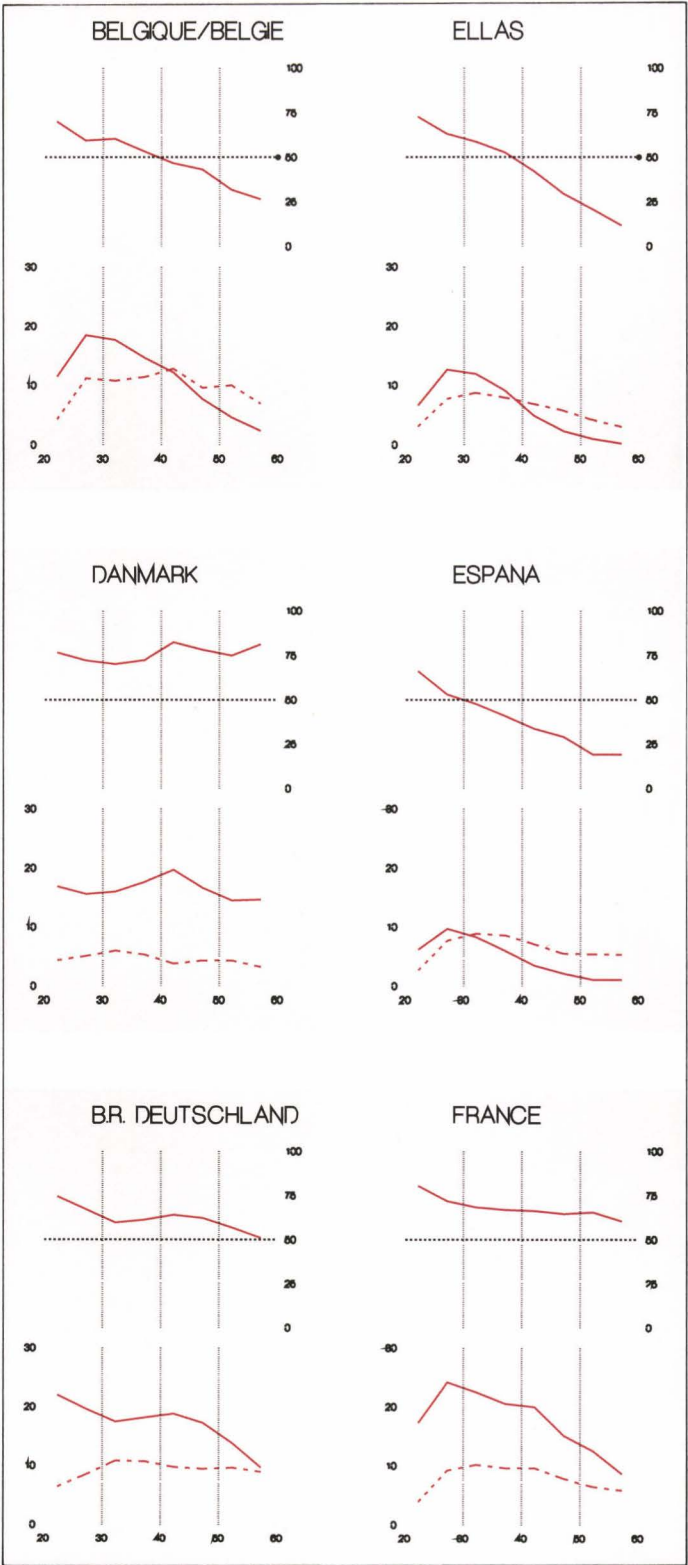
High percentages of women in all age groups in four Member States; elsewhere, women predominate in the youngest age groups.

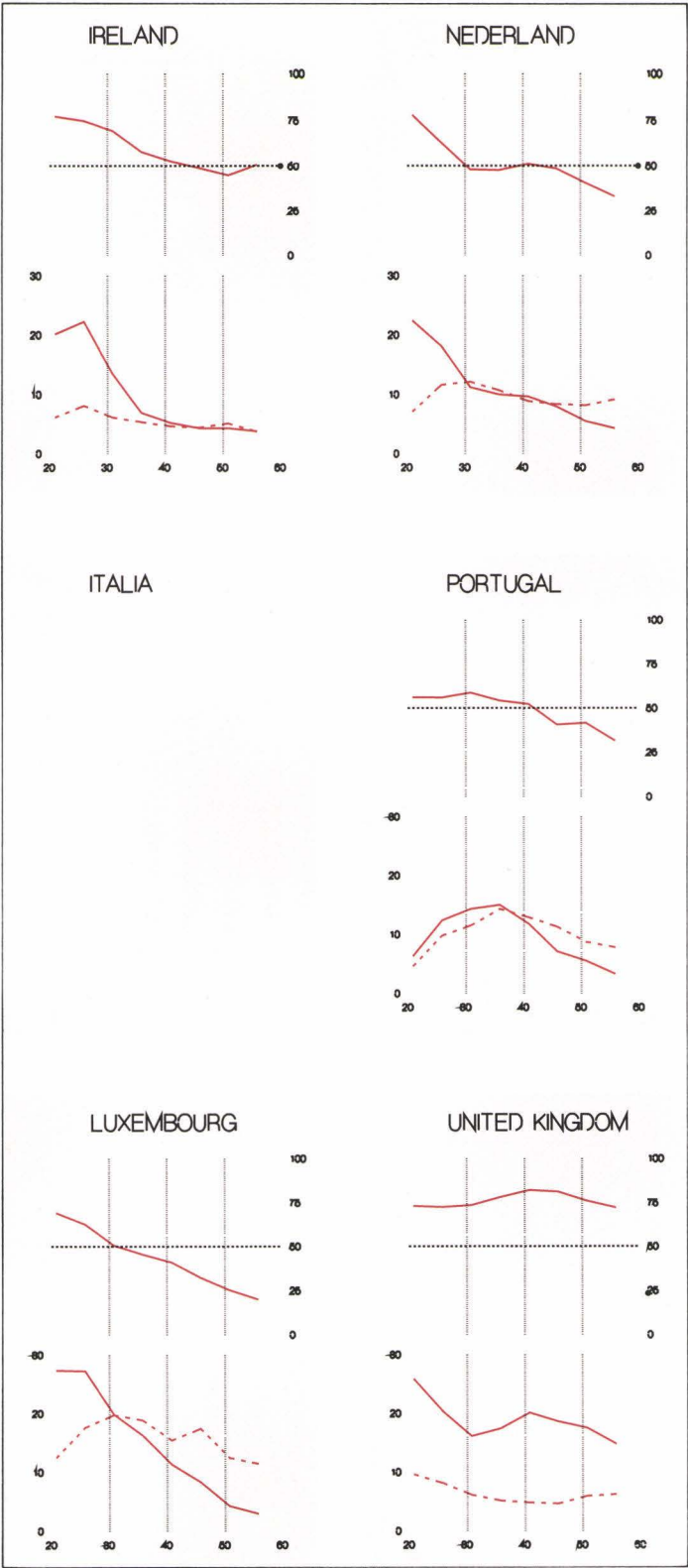
Here we compare the profiles of office workers in different Member States - i.e. all persons doing clerical or related work (office managers, clerks, accountants, cashiers, telephonists, secretaries, etc.) in either the public or the private sector; only transport and communications workers have been excluded.

Member States fall into two large groups: those in which over 50% of staff are female in all age groups and those in which this applies only to the youngest groups.

In the first group, feminization is around 80% in Denmark and the UK and around 70% and 60% respectively in France and Germany.

In the second group, consisting of Belgium, Greece, Spain, Luxembourg and, to a lesser extent, Ireland, the Nether-





lands and Portugal, it is only in the youngest age groups that there are more women than men in clerical and related jobs. Women are in the minority from the age of 40 in Belgium, Greece, Ireland and Portugal and from the age of 30 in Spain, the Netherlands and Luxembourg.

Further information can be extracted by comparing the lower curves for the various Member States: for example, the peak age for female employment is 20-30 in general, but 40 in Denmark and Portugal.

The male employment rate usually peaks later and varies less with age than the female rate; in Portugal and Belgium the peak is at around the age of 40.

Upper curves:
FEMINIZATION (%)

Lower curves:
EMPLOYMENT RATE (%)

— Women
- - - Men

Workers in specialist services

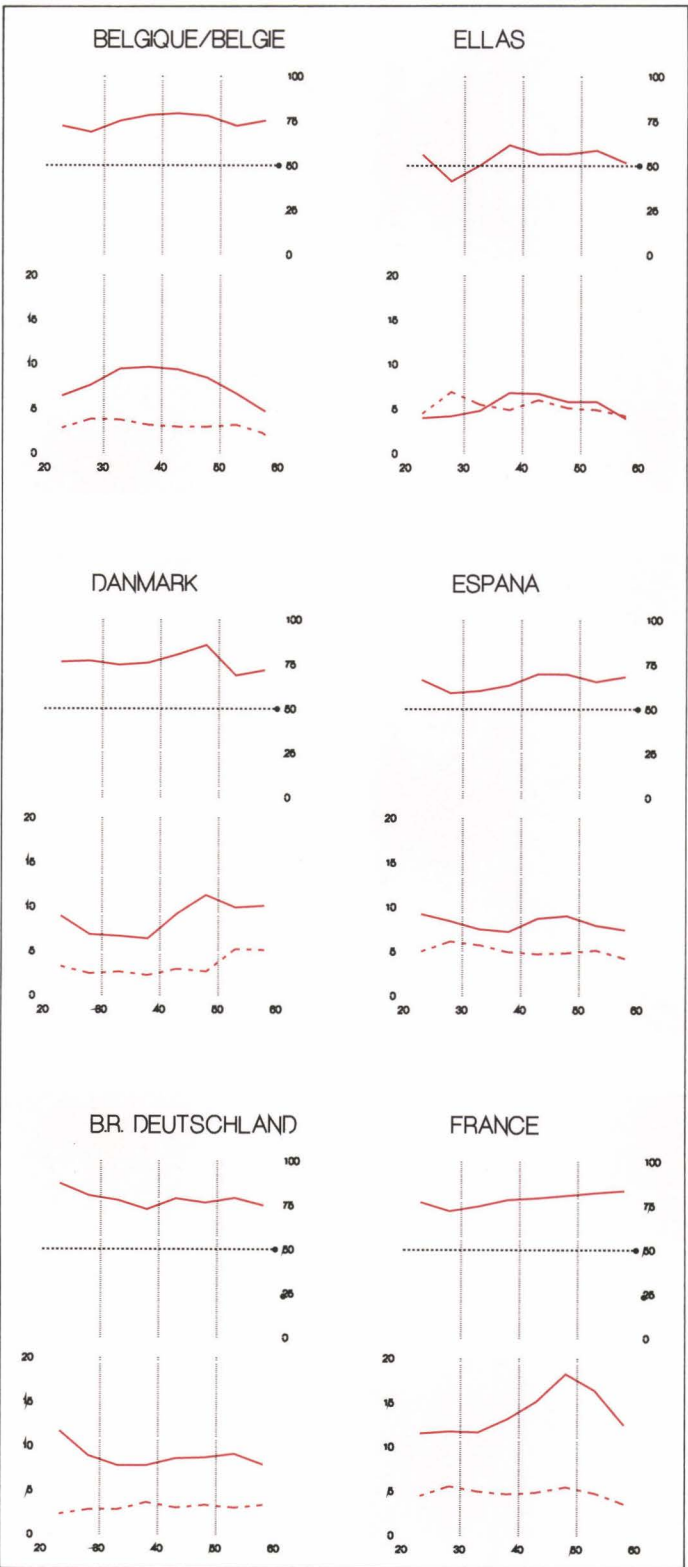
Service occupations: a female stronghold, particularly in the 40-50 age group.

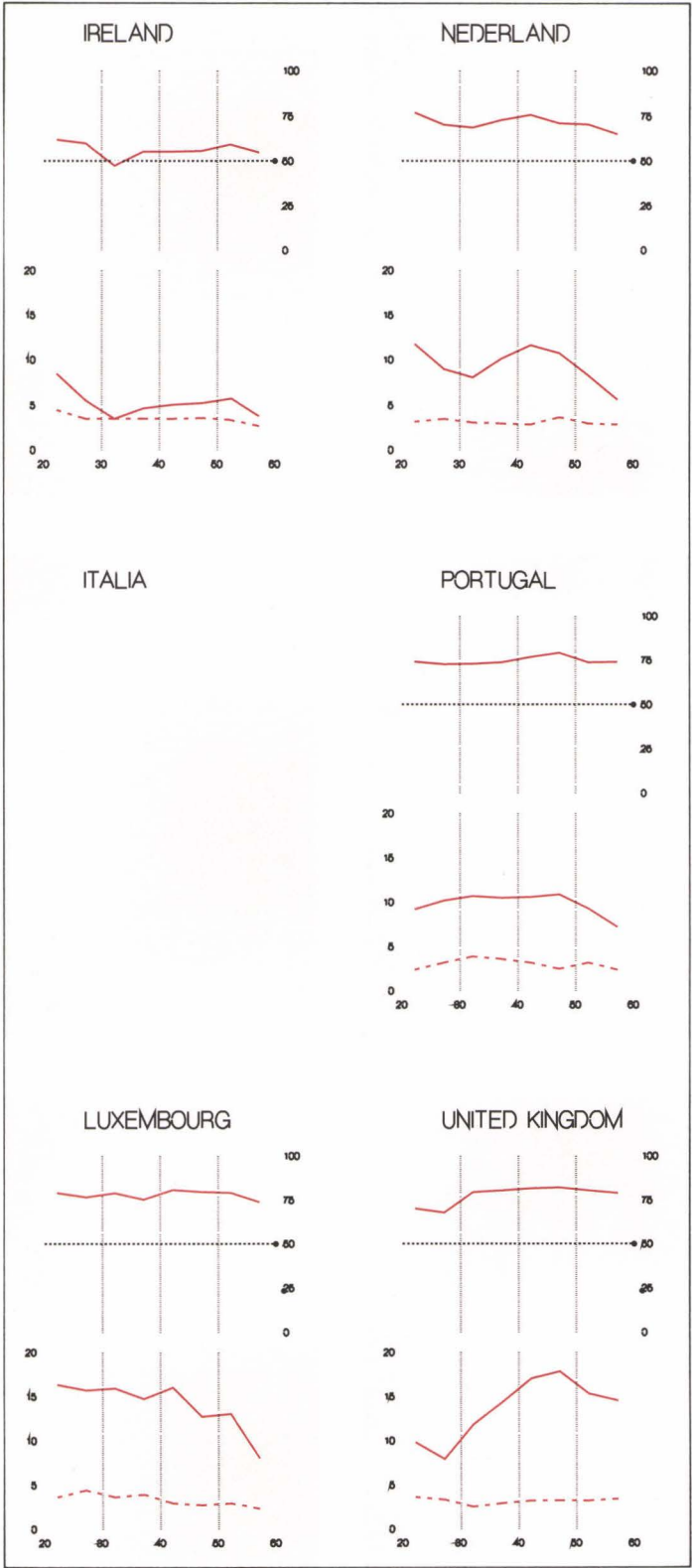
This double page concerns all persons with jobs in services: hotel managers, waiters, cooks, chambermaids, hairdressers, etc. Only security services, an unusual and very much male-dominated category, have been excluded.

In the great majority of Member States, women hold 70-80% of service jobs at all ages; data not included here reveal that in some countries, particularly the UK and the Netherlands, many women in the sector work part-time.

Three countries are exceptions to this rule: feminization of service jobs is only a little above 50% in Ireland and Greece and 60% in Spain, where the rate increases slightly with age.

A further interesting feature is that the female employment rate in the sector shows a trough at around the age of 30 followed by a peak at 40-50 in France, the Netherlands, the





UK and, to a lesser extent, Denmark. The highest concentrations of female service workers in these countries thus occur in these age groups - a striking contrast with the clerical sector.

The employment rate profiles by age at the foot of each graph show that more older than younger women are employed in the services sector in, for example, the UK, the Netherlands, Denmark and France.

Upper curves:
FEMINIZATION (%)

Lower curves:
EMPLOYMENT RATE (%)

— Women
- - - Men

Sales workers

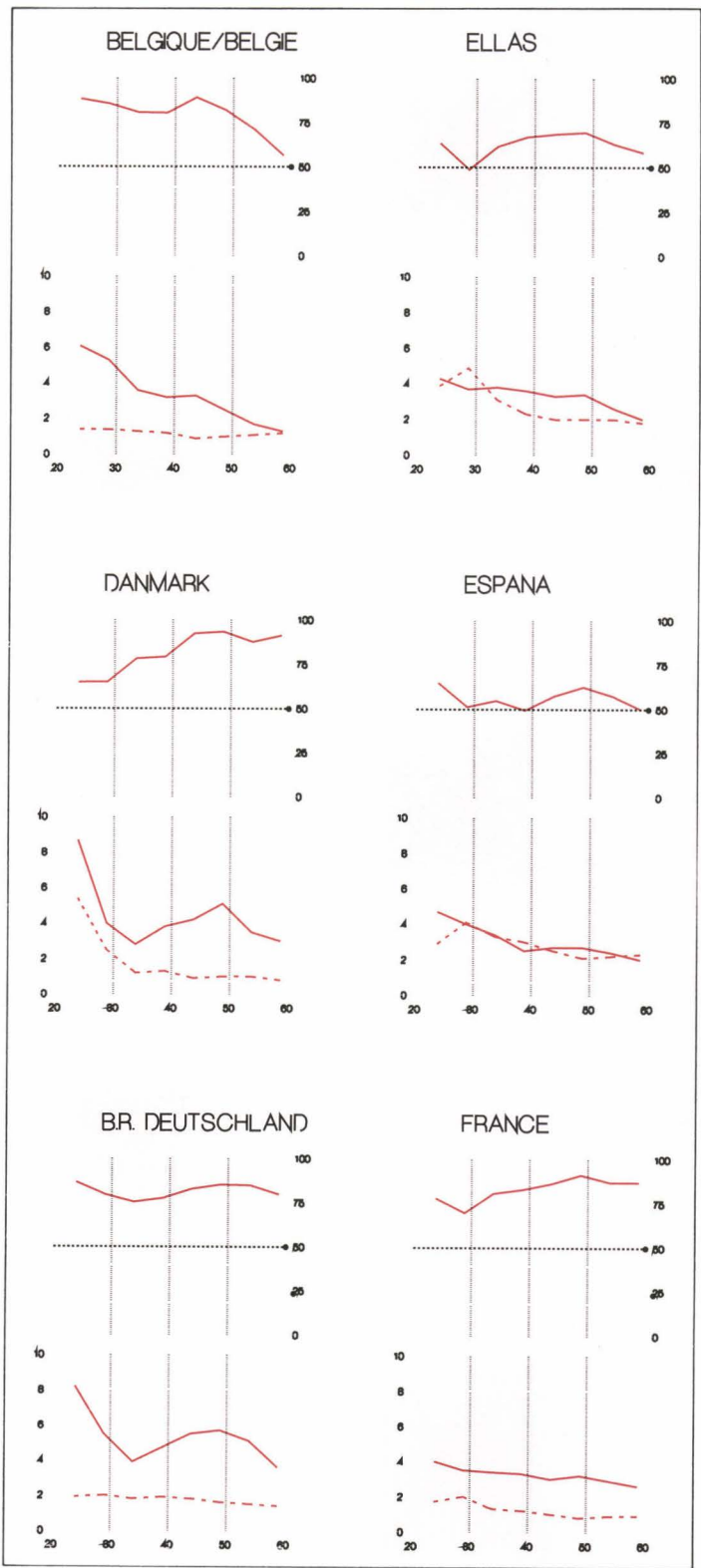
A smaller, clearly feminized category with varied age-group representation.

Sales workers (commercial clerks and shop assistants) form a smaller occupational group than the last two. Feminization is at least 80% in many countries, particularly amongst the over-40s.

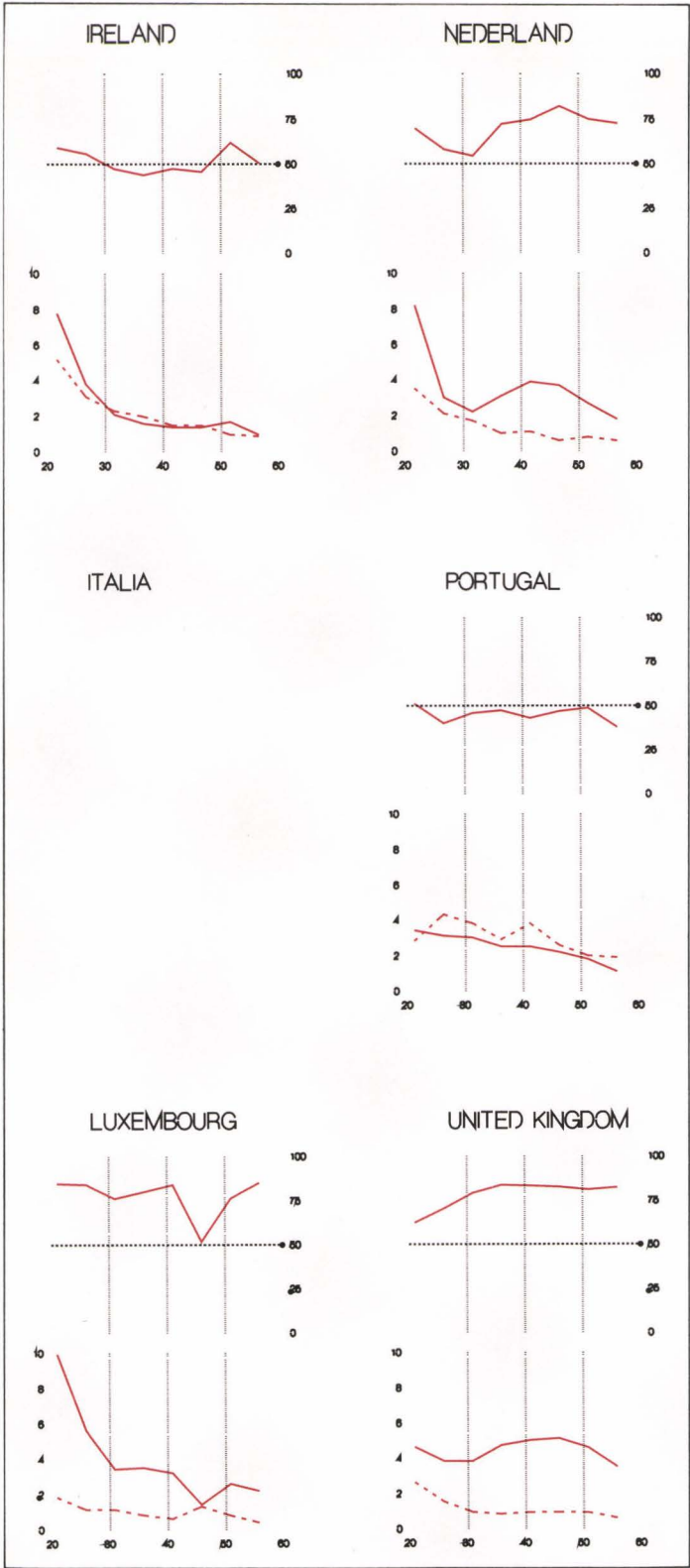
The countries which deviate from the Community norm are Portugal, Spain and Ireland, where sales jobs are divided equally between women and men and the employment rate dwindles with age for both sexes.

The employment-rate curve for women drops with age in Belgium, Greece, Spain, France, Ireland and Portugal, where many women give up such jobs as they grow older, either because they are leaving the job market or for other reasons.

The picture is different in Denmark, Germany, the Netherlands and, to some extent, Luxembourg, which have strong concentrations of young women in the occupation but also many aged 40-50.



This pattern is similar to that in the services sector in more or less the same countries.





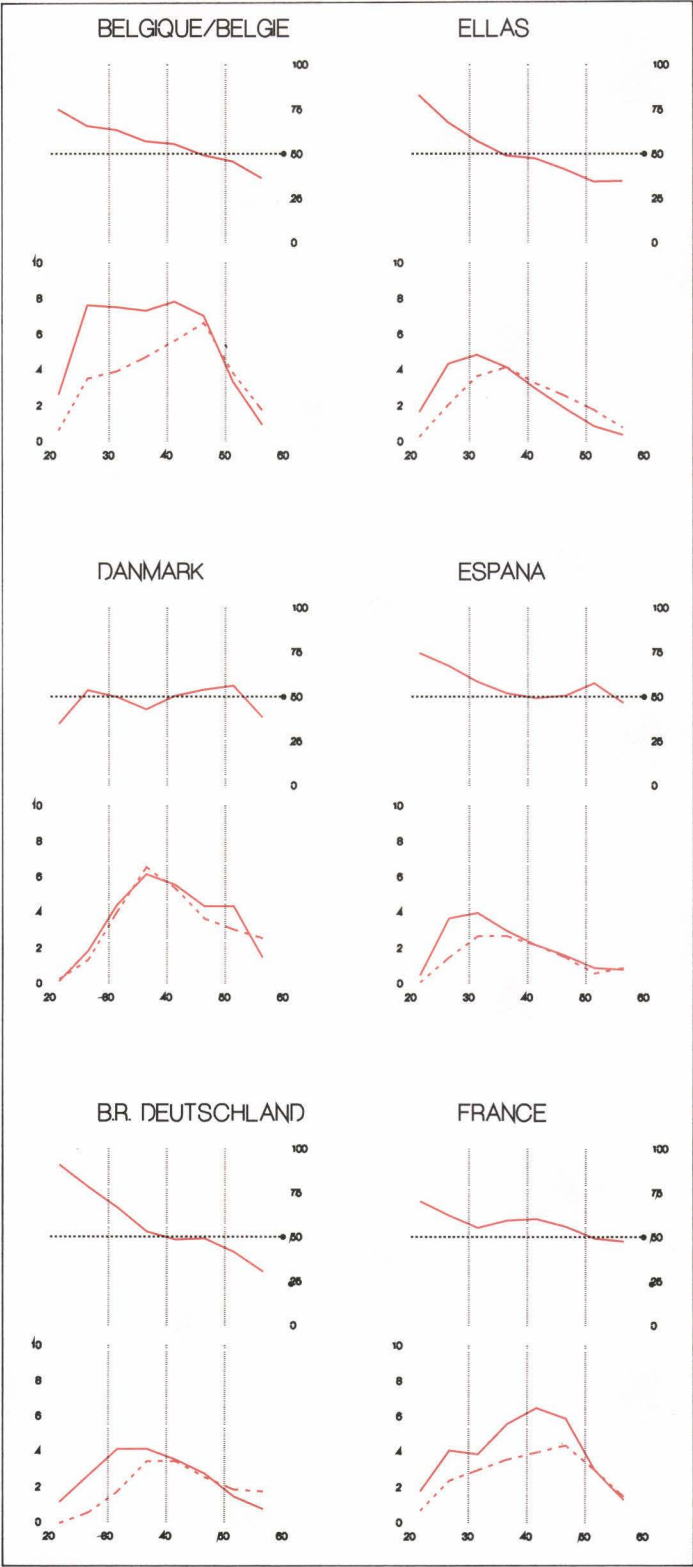
Teachers

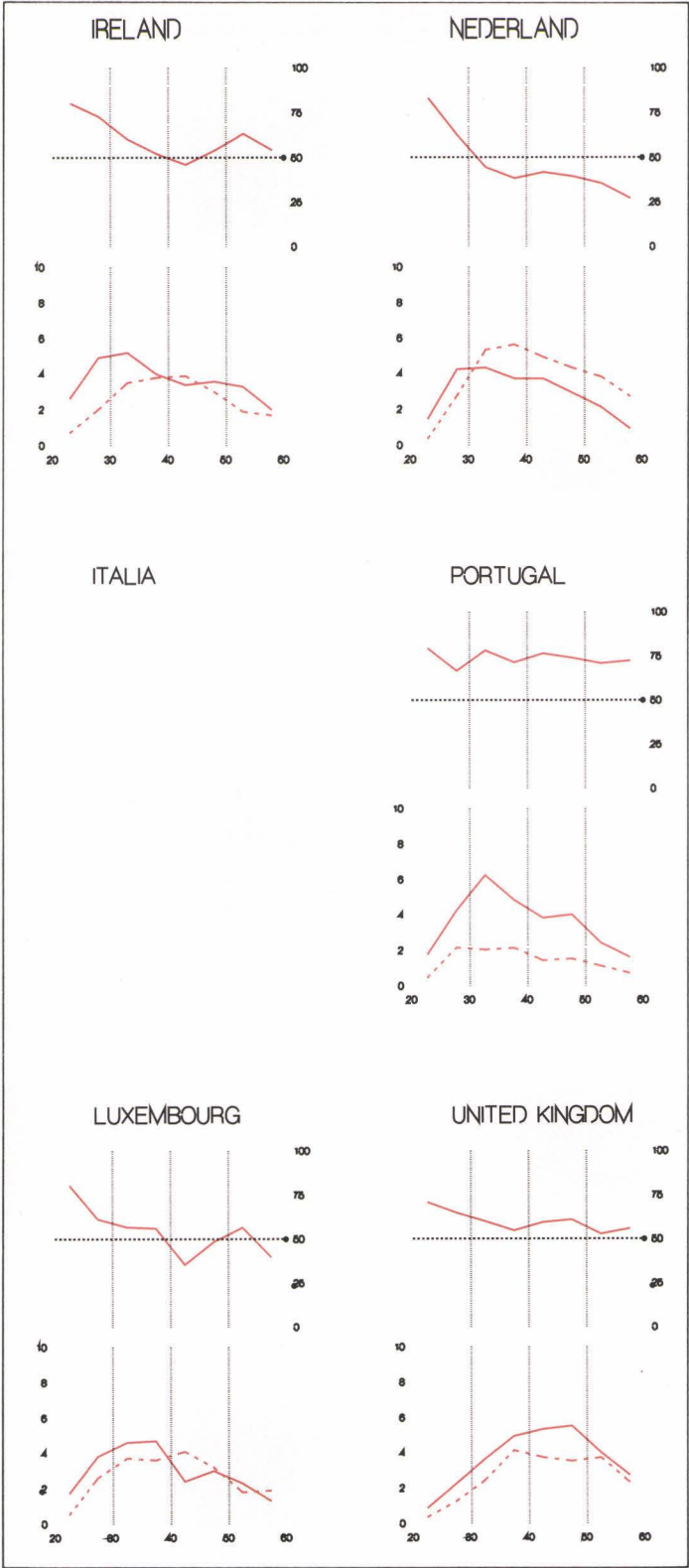
Several countries show contrasting age profiles for women and men, apparently due to specialization at certain levels.

The employment rate for teachers of both sexes in all Member States does not become significant until they are appreciably older than workers in the occupational groups analysed above, since training is a more lengthy process for teachers than for the other groups.

The female profiles show a shift to the left in most countries, signifying a greater concentration of younger women in primary education and progressive feminization in the older age groups.

Women predominate amongst young teachers entering the profession, particularly at the primary and nursery levels. They tend to be younger because their training is shorter than that of teachers at higher levels.





Denmark is the only country in which the employment rates for female and male teachers are similar at all ages. There are more female than male teachers in almost all Member States.

In Germany, Greece, Spain, Ireland and Luxembourg, women predominate in the younger age groups but jobs are equally divided between the sexes at older ages.

Women outnumber men in both the younger and the middle age groups in France, the UK and Belgium; only beyond the age of 50 is there equality between the sexes. A particularly striking feature in Belgium is the steady increase in feminization the younger the age group concerned.

		B	DK	D	GR	E
% (1987)						
Clerical and related workers						
20-24 years	T F	11,8	17,2	22,3	6,9	6,4
	TM	4,6	4,7	6,7	3,3	2,9
	F / F+M	71,4	77,8	75,5	73,8	67,2
25-29 years	T F	18,8	15,9	19,9	12,9	9,9
	TM	11,5	5,4	8,8	8,0	7,9
	F / F+M	60,7	73,4	68,2	64,2	53,9
30-34 years	T F	18,0	16,3	17,7	12,2	8,5
	TM	11,1	6,3	11,1	9,0	9,1
	F / F+M	61,6	71,3	60,6	59,7	48,5
35-39 years	T F	15,0	17,9	18,4	9,4	6,2
	TM	11,7	5,6	11,0	8,2	8,8
	F / F+M	54,5	73,5	62,3	53,7	41,7
40-44 years	TF	12,5	20,0	19,1	5,1	3,7
	TM	13,1	4,1	10,0	7,1	7,3
	F / F+M	47,8	83,5	65,0	42,9	34,4
45-49 years	T F	8,0	16,9	17,5	2,5	2,3
	TM	9,9	4,6	9,7	6,0	5,7
	F / F+M	44,2	79,3	63,1	30,4	29,7
50-54 years	T F	4,9	14,8	14,1	1,2	1,3
	TM	10,3	4,6	9,9	4,4	5,6
	F / F+M	32,8	76,0	57,7	21,7	19,8
Service workers						
20-24 years	T F	6,0	8,5	11,2	3,5	8,7
	TM	2,4	2,8	1,8	4,0	4,5
	F / F+M	70,2	74,2	84,9	53,9	64,1
25-29 years	T F	7,2	6,4	8,4	3,7	7,9
	TM	3,4	2,0	2,3	6,4	5,6
	F / F+M	66,6	74,7	77,9	38,8	56,6
30-34 years	T F	9,0	6,2	7,3	4,3	7,0
	TM	3,3	2,2	2,3	5,0	5,2
	F / F+M	73,0	72,5	75,3	48,0	57,9
35-39 years	T F	9,2	5,9	7,3	6,3	6,7
	TM	2,7	1,8	3,1	4,4	4,4
	F / F+M	76,1	73,6	70,1	59,2	60,9
40-44 years	T F	8,9	8,7	8,1	6,2	8,2
	TM	2,5	2,5	2,5	5,5	4,2
	F / F+M	77,1	78,1	76,3	54,1	67,2
45-49 years	T F	8,0	10,8	8,2	5,3	8,5
	TM	2,5	2,2	2,8	4,6	4,3
	F / F+M	75,7	83,5	73,8	54,3	67,1
50-54 years	T F	6,2	9,4	8,6	5,3	7,4
	TM	2,7	4,7	2,5	4,4	4,6
	F / F+M	70,0	66,4	76,6	56,2	62,9

	F	IRL	I	L	NL	P	UK	EUR12
	17,5	19,9	:	27,1	22,2	6,1	25,7	18,0
	4,1	5,9	:	12,2	6,9	4,4	9,4	5,9
	81,2	76,5	:	68,5	77,6	55,4	72,5	74,8
	24,4	22,0	:	27,0	17,9	12,2	20,1	19,0
	9,4	7,9	:	17,4	11,4	9,6	7,9	8,8
	72,6	74,2	:	61,8	62,1	55,3	71,8	67,9
	22,7	13,2	:	19,6	11,0	14,1	15,9	16,5
	10,4	5,9	:	19,5	11,9	11,3	5,9	9,4
	69,0	68,5	:	49,9	47,5	58,1	72,9	63,6
	20,7	6,7	:	16,0	9,8	14,8	17,2	15,9
	9,8	5,1	:	18,6	10,5	14,1	4,9	9,0
	67,7	57,0	:	44,6	47,1	53,6	77,5	63,6
	20,2	5,0	:	11,1	9,5	11,6	19,9	15,7
	9,8	4,4	:	15,2	8,7	12,7	4,6	8,2
	67,0	52,0	:	40,2	50,6	51,6	81,4	65,7
	15,3	4,1	:	8,1	7,8	6,9	18,4	13,4
	8,0	4,2	:	17,2	8,2	11,1	4,4	7,6
	65,3	48,2	:	31,6	48,0	40,1	80,7	63,6
	12,7	4,1	:	4,0	5,3	5,3	17,3	10,7
	6,6	4,9	:	12,2	8,0	8,5	5,7	7,4
	66,2	44,3	:	24,5	40,0	41,1	75,4	59,5
	11,0	8,8	:	16,6	12,1	9,5	10,1	10,0
	3,9	4,8	:	3,9	3,5	2,7	3,9	3,3
	74,5	63,8	:	80,5	79,0	75,8	71,7	74,4
	11,2	5,9	:	16,0	9,3	10,5	8,2	8,7
	5,0	3,8	:	4,7	3,8	3,5	3,6	3,9
	69,4	61,8	:	78,1	72,2	74,4	69,4	68,9
	11,1	3,8	:	16,2	8,4	11,0	12,1	9,2
	4,4	3,8	:	3,9	3,4	4,2	2,8	3,5
	72,0	49,2	:	80,4	70,6	74,6	81,0	72,4
	12,6	5,0	:	15,0	10,5	10,8	14,6	10,3
	4,1	3,8	:	4,2	3,3	3,9	3,2	3,5
	75,6	57,1	:	76,8	74,8	75,5	81,9	74,3
	14,6	5,4	:	16,3	12,0	10,9	17,3	11,9
	4,3	3,8	:	3,2	3,2	3,5	3,5	3,5
	76,7	57,1	:	82,2	77,8	78,5	83,2	77,1
	17,7	5,6	:	13,0	11,1	11,2	18,1	12,1
	4,9	3,9	:	3,0	4,0	2,8	3,5	3,6
	78,1	57,5	:	81,1	73,1	80,9	83,6	76,8
	15,8	6,1	:	13,3	8,6	9,6	15,6	10,9
	4,2	3,7	:	3,2	3,3	3,5	3,5	3,5
	79,5	61,2	:	80,6	72,4	75,4	82,0	75,8

		B	DK	D	GR	E
% (1987)						
Sales workers						
20-24 years	T F	5,7	8,3	7,8	3,9	4,3
	TM	1,0	5,0	1,5	3,5	2,5
	F / F+M	84,7	61,1	82,5	60,1	61,1
25-29 years	T F	4,9	3,6	5,1	3,3	3,6
	TM	1,0	2,1	1,6	4,5	3,7
	F / F+M	82,0	61,2	75,5	45,1	47,5
30-34 years	T F	3,2	2,4	3,5	3,4	3,0
	TM	0,9	0,8	1,4	2,7	2,9
	F / F+M	77,1	74,4	71,3	58,0	51,0
35-39 years	T F	2,8	3,4	4,3	3,2	2,1
	TM	0,8	0,9	1,5	1,9	2,6
	F / F+M	76,9	75,3	73,5	63,3	45,5
40-44 years	T F	2,9	3,8	5,1	2,9	2,3
	TM	0,5	0,5	1,4	1,6	2,1
	F / F+M	85,4	88,5	78,6	65,1	53,6
45-49 years	T F	2,1	4,7	5,3	3,0	2,3
	TM	0,6	0,6	1,2	1,6	1,7
	F / F+M	78,4	89,4	81,1	66,0	58,7
50-54 years	T F	1,3	3,1	4,7	2,2	2,0
	TM	0,7	0,6	1,1	1,6	1,8
	F / F+M	67,4	83,7	80,7	59,3	53,6
Teachers						
20-24 years	T F	2,8	0,3	1,3	1,8	0,6
	TM	0,8	0,4	0,1	0,4	0,2
	F / F+M	76,0	36,4	92,6	84,5	76,0
25-29 years	T F	7,8	2,0	2,8	4,5	3,8
	TM	3,7	1,5	0,7	2,2	1,6
	F / F+M	66,8	55,4	79,9	69,4	68,8
30-34 years	T F	7,7	4,6	4,3	5,0	4,1
	TM	4,1	4,2	1,9	3,8	2,8
	F / F+M	65,3	51,5	68,1	58,8	59,8
35-39 years	T F	7,5	6,3	4,3	4,3	3,1
	TM	4,9	6,7	3,6	4,3	2,8
	F / F+M	58,8	44,6	54,7	50,5	53,3
40-44 years	T F	8,0	5,7	3,7	3,1	2,3
	TM	5,8	5,5	3,6	3,4	2,3
	F / F+M	57,2	52,2	50,0	48,9	50,6
45-49 years	T F	7,2	4,5	2,9	2,0	1,7
	TM	6,8	3,8	2,7	2,7	1,6
	F / F+M	50,9	55,6	50,6	42,9	52,0
50-54 years	T F	3,5	4,5	1,6	1,0	1,0
	TM	4,0	3,2	2,0	1,9	0,7
	F / F+M	47,5	57,9	43,0	35,9	58,9

	F	IRL	I	L	NL	P	UK	EUR12
	3,6	7,8	:	9,9	8,3	3,5	4,7	5,4
	1,3	5,2	:	1,8	3,6	2,9	2,7	2,2
	73,9	59,5	:	84,5	71,0	51,9	62,8	70,6
	3,1	3,8	:	5,6	3,1	3,2	3,9	3,9
	1,6	3,1	:	1,1	2,2	4,4	1,6	2,1
	65,7	56,1	:	84,1	59,2	41,0	71,0	64,8
	3,0	2,1	:	3,4	2,3	3,1	3,9	3,3
	0,9	2,3	:	1,1	1,8	3,9	1,0	1,5
	76,6	47,7	:	76,2	55,6	46,8	79,7	68,3
	2,9	1,6	:	3,5	3,2	2,6	4,8	3,5
	0,8	2,0	:	0,8	1,1	3,0	0,9	1,3
	78,7	44,3	:	80,0	73,5	48,3	84,4	72,1
	2,6	1,4	:	3,2	4,0	2,6	5,1	3,8
	0,6	1,5	:	0,6	1,2	3,9	1,0	1,2
	82,1	47,9	:	83,9	76,0	44,1	83,9	75,5
	2,8	1,4	:	1,4	3,8	2,3	5,2	4,0
	0,4	1,5	:	1,3	0,7	2,7	1,0	1,1
	87,1	46,2	:	51,8	83,6	47,9	83,4	78,5
	2,5	1,7	:	2,6	2,8	1,9	4,7	3,4
	0,5	1,0	:	0,8	0,9	2,1	1,0	1,1
	82,9	62,6	:	76,5	76,4	49,8	82,0	75,6
	1,9	2,5	:	1,6	1,4	1,7	0,8	1,3
	0,8	0,6	:	0,4	0,3	0,4	0,3	0,4
	71,6	79,3	:	79,4	82,8	79,0	70,4	77,6
	4,2	4,8	:	3,7	4,2	4,2	2,2	3,5
	2,5	1,9	:	2,5	2,7	2,1	1,2	1,6
	63,5	71,9	:	60,2	62,2	66,2	64,4	67,5
	4,0	5,1	:	4,5	4,3	6,2	3,6	4,3
	3,1	3,4	:	3,6	5,3	2,0	2,4	2,9
	56,5	59,4	:	55,7	44,3	77,8	59,5	60,2
	5,7	3,9	:	4,6	3,7	4,8	4,9	4,8
	3,7	3,7	:	3,5	5,6	2,1	4,1	3,8
	60,6	51,4	:	55,1	38,1	71,2	54,4	55,1
	6,6	3,3	:	2,3	3,7	3,8	5,3	4,7
	4,1	3,8	:	4,0	4,9	1,4	3,7	3,7
	61,4	45,4	:	34,6	41,6	76,2	59,0	56,0
	6,0	3,5	:	2,9	2,9	4,0	5,5	4,0
	4,5	2,9	:	3,1	4,3	1,5	3,5	3,2
	57,1	53,3	:	47,6	39,4	73,8	60,6	54,9
	3,1	3,2	:	2,2	2,1	2,4	4,0	2,4
	3,1	1,8	:	1,7	3,8	1,1	3,7	2,5
	50,3	62,8	:	55,7	35,5	70,7	52,6	49,6

NOTES:

1 Definition of the five groups of occupational categories referred to:

- (a) Clerical and related workers (excluding transport and communications supervisors, transport conductors and mail distribution clerks)
- (b) Service workers
- (c) Sales workers (sales staff, shop assistants and related workers, sales workers not elsewhere classified)
- (d) Teachers
- (e) Other occupations

FURTHER READING:

Groupe de Travail de l'Association pour la Formation des Enseignants en Europe
Egalité des chances pour les filles et les garçons : proposition de programme d'études en matière
de formation des enseignants et propositions d'actions
CEC, 1988, No V/146/88

Maryse Huet

La concentration des emplois féminins: ampleur, analyse, évolution
Archives et documents No 84, INSEE, June 1983, 138 pp.

OECD

Les femmes et l'emploi
Politiques pour l'égalité des chances
1980, 166 pp.

European Communities — Commission

Women in the European Community

Luxembourg: Office for Official Publications of the European Communities

1992 — 164 pp. — 17.6 x 25 cm

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The social situation of women differs from that of men in a variety of respects. The aim of this publication is to document these special features in a comprehensive way. Thus, the first part emphasizes the manifold aspects of the employment situation confronting women. In addition, aspects such as birth rates, educational trends, possibilities of child care and social welfare are dealt with, factors whose relation to the labour market cannot be denied. The second part of the publication concerns a more detailed analysis of the phenomena whereby women are mainly found in only a few occupations.

The aim is to inform the general public by presenting a combination of statistical tables with graphs, together with explanatory texts written in a non-technical manner.

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